

# Union Wages and Hours: The Baking Industry

July 1, 1951

**Bulletin No. 1053**

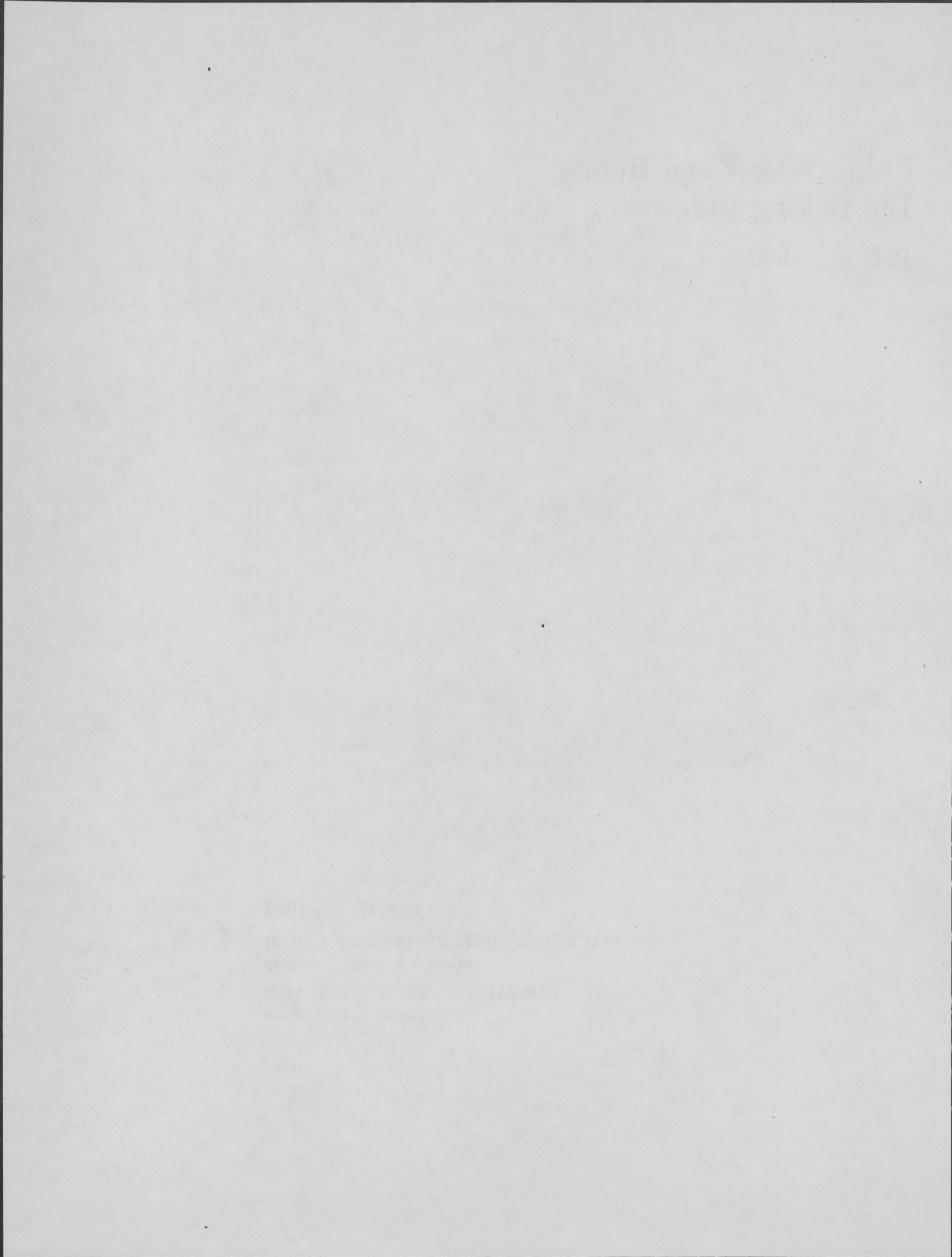
**UNITED STATES DEPARTMENT OF LABOR**

**MAURICE J. TOBIN, *Secretary***

**BUREAU OF LABOR STATISTICS**

**EWAN CLAGUE, *Commissioner***





# LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,  
Bureau of Labor Statistics,  
Washington, D. C., January 15, 1952.

The Secretary of Labor:

I have the honor to transmit herewith the annual report on union wages and hours in the baking industry in 74 cities as of July 1, 1951.

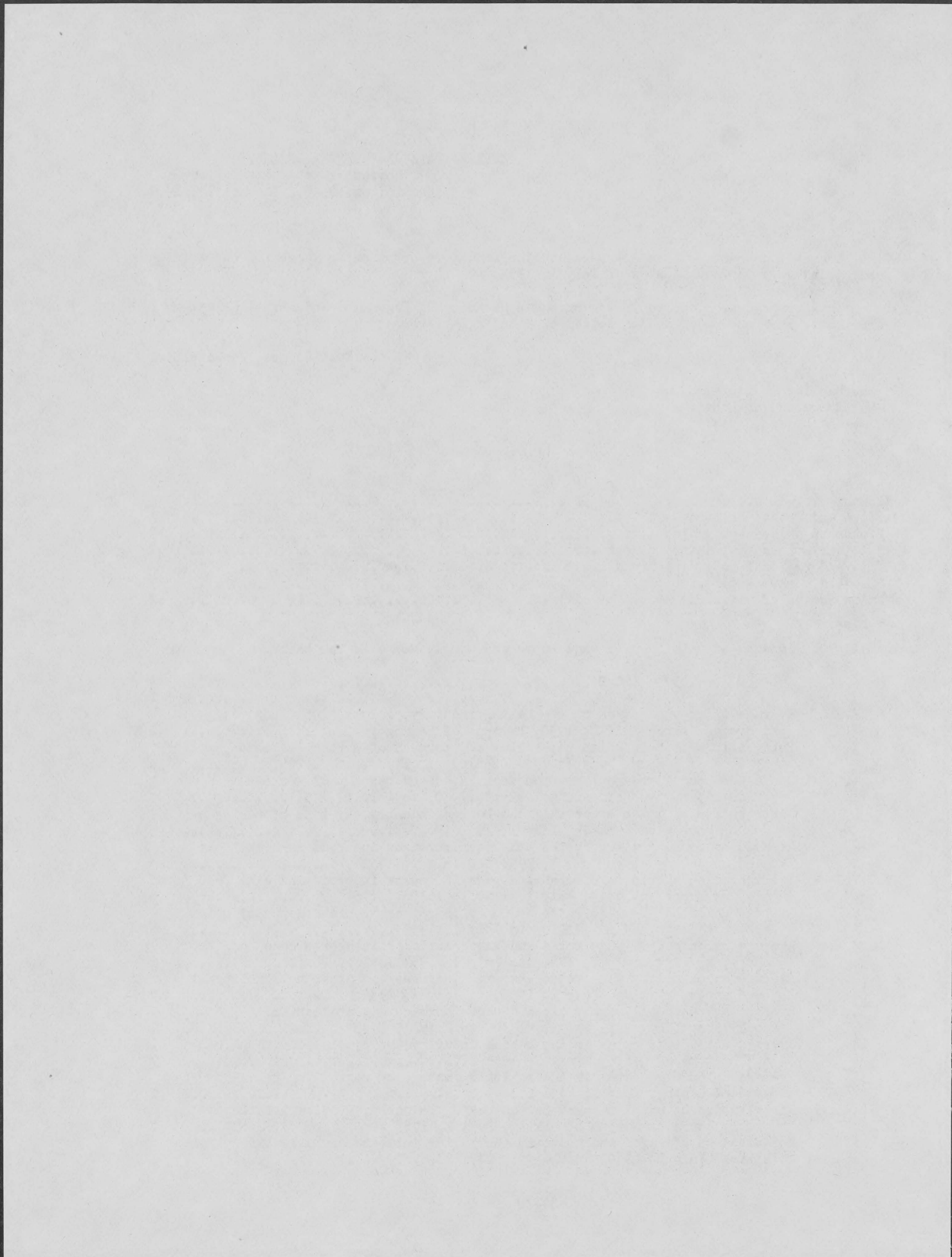
This report was prepared in the Bureau's Division of Wages and Industrial Relations by Annette Y. Sherier, under the direction of John F. Laciskey.

Ewan Clague, Commissioner.

Hon. Maurice J. Tobin,  
Secretary of Labor.

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## Union Wages and Hours in the Baking Industry, July 1, 1951

### Summary

Hourly wage scales of organized bakery workers rose 5.7 percent, or 8 cents an hour, between July 1, 1950, and July 1, 1951, according to the Bureau of Labor Statistics' thirteenth annual survey of union scales in the baking industry. On July 1, 1951, the average union scale for all bakery workers was \$1.45 an hour, and varied by type of baking from \$1.18 in cracker and cookie plants to \$2.04 in Hebrew bakeries. Mechanized bread and cake shops, which employed over half of the workers in the study, had scales averaging \$1.42 an hour. Eighty-five percent of the workers covered in the current study received wage increases resulting from the negotiations of contracts effective during the 12-month period.

Straight-time hours averaged 40.7 a week and showed no change from the previous year. The 40-hour standard workweek was most prevalent in the industry and was in effect for over four-fifths of all bakery workers studied.

### Scope and Method of Study

The information presented in this report is based on union scales in effect on July 1, 1951 which covered approximately 75,000 union bakery workers in 74 cities ranging in population from about 40,000 to over 1,000,000. Data were obtained primarily from local unions by mail questionnaire; in some cities local union officials were visited by Bureau representatives for the desired information.

Union scales are defined as the minimum wage rates, or maximum schedules of hours agreed upon through collective bargaining between employers and trade-unions. Rates in excess of the negotiated minimum which may be paid for special qualifications or other reasons are not included.

Average hourly rates, designed to show current levels, are based on all rates reported in effect on July 1, 1951; individual rates are weighted by the number of union members working at the rate. These averages are not measures for yearly comparisons because of annual changes in union membership and in classifications studied.

Average cents-per-hour and percentage changes from July 1, 1950, to July 1, 1951,

are based on comparable quotations for the various classifications in both years weighted by the membership reported in 1951.

### Trend of Union Wage Scales

The 5.7 percent rise in average hourly scales between July 1, 1950, and July 1, 1951, exceeded the 4.3 percent increase during the previous year and advanced the index of union hourly rates to 203.4 <sup>1</sup>/<sub>1</sub> (table 1). On July 1, 1951, union hourly rates in the baking industry were 17.7 percent above the average for the 3 years (1947-49) prior to the outbreak in Korea.

By type of baking, the amount of increase ranged from 5.2 percent in bread and cake machine shops to 7.0 percent in cracker and cookie plants. In terms of cents-per-hour, the greatest average gain (12 cents) was made by workers in Hebrew bakeries. Machine bread and cake establishments, with an average advance of 7 cents, was the only group to record such adjustments averaging below the over-all average increase of 8 cents (table 2).

Approximately 85 percent of the union bakery workers included in the survey received wage advances during the year. The proportion of workers benefiting from scale revisions varied by type of baking and ranged from 81 percent in machine bread and cake establishments to 98 percent in Hebrew bakeries. Of the workers benefiting from scale adjustments between July 1, 1950, and July 1, 1951, a fourth received increases of less than 5 percent, over half from 5 to 10 percent, and a fifth from 10 to 15 percent. (See table 3.) Cracker and cookie plants, which had the lowest average

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<sup>1</sup>/<sub>1</sub> In the index series, designed for trend purposes, year-to-year changes in union scales are based on comparable quotations for the various occupations in the two consecutive years, weighted by the number of union members reported at each quotation in the current year.

Beginning with this report, the base for the computation of the index series has been shifted from June 1, 1949, to the average of the 3-year period 1947-49. Index tables computed on both old and new bases are presented in this report. In future reports, indexes on the 1939 base will be discontinued.

scale, was the only branch of the industry in which a majority of the workers showed gains ranging from 10 to 15 percent. In the other 5 branches, at least half of the workers received adjustments ranging from 5 to 10 percent. About a third of the machine bread and cake shop workers recorded advances of less than 5 percent.

Although individual increases ranged up to 38 cents an hour, raises of 5 to 15 cents were most frequent (table 4). About half of the bakery workers receiving scale revisions had adjustments ranging from 10 to 15 cents an hour, and 3 of every 8 received increases of from 5 to 10 cents.

#### Rate Variations by Industry Branch

On July 1, 1951, wage rates of union bakery workers engaged in preparing and processing bakery products averaged \$1.45 an hour. In the baking industry such factors as baking process, type of product, and specialized or more standard baking have a marked influence in the over-all levels of hourly scales. Most of the baked goods are now standardized and produced by mass-production techniques in highly mechanized establishments. Many of the workers perform routine tasks requiring little training. Standardized baking, found primarily in bread and cake machine shops, pie and pastry bakeries, and cracker and cookie plants, employed about 80 percent of all bakery workers studied. In specialized baking and hand shops, the labor force is comprised mainly of skilled all-round journeymen; consequently, average union hourly scales in this type of baking exceed those in standardized baking.

Rate levels for specialized baking ranged from \$1.73 in bread and cake hand shops to \$2.04 in Hebrew bakeries. In mechanized shops, which employ large numbers of lower skilled workers, average hourly scales varied from \$1.18 in cracker and cookie plants to \$1.42 in machine bread and cake shops.

Although hourly scales of individual workers tended to cluster heavily around the average in each type of baking, these scales ranged from \$1.20 to \$2.10 in shops producing nationality baked goods other than Hebrew and from less than 90 cents to \$2 or more in all other types of shops. Over two-thirds of the workers in shops baking Hebrew products were employed under negotiated contracts providing scales of at least \$2 an hour (table 5).

#### City and Regional Rate Variations

Union scales for the various branches of the baking industry varied from city to city as well as within a city. Scale levels in the baking industry in the 74 cities included in the study ranged from 85 cents for pie and pastry shops in Chattanooga to \$2.31 for Hebrew bakeries in Detroit.

Within individual cities there was no consistent relationship between the various branches of the industry. New York, for example, had the highest scale level for bread and cake hand shops, and the second lowest for other nationality baking; it ranked third in Hebrew baking, twelfth in bread and cake machine shops, and sixteenth in cracker and cookie plants.

On July 1, 1951, average scales in the 72 cities having mechanized bread and cake shops in which over half of the union bakery workers studied were employed, ranged from 91 cents an hour in Jackson to \$2.12 in Oakland. Five Pacific Coast cities were among the 6 having scales averaging at least \$1.65; all 4 cities with levels under \$1 were located in the Southeastern region.

Scale levels in excess of \$1.50 were recorded for about half of the 35 cities which had bread and cake hand shops. Average union scales for this branch of the industry ranged from \$1.13 in Chattanooga to \$1.98 in New York City.

Among the 18 cities having Hebrew bakeries, average union scales ranged from \$1.37 in Pittsburgh to \$2.31 in Detroit. Levels in excess of \$2 were recorded for 6 of these cities and of less than \$1.50 for 2 cities.

Rate levels for cracker and cookie plants varied from 95 cents in Salt Lake City to \$1.46 in Houston. Half of the 34 cities in this group had average scales of \$1.10 to \$1.30 an hour.

San Francisco led in the other two branches of the industry with average scales of \$1.98 for pie and pastry shops and \$1.92 for other nationality baking. Chattanooga (85 cents) and Los Angeles (\$1.54), had the lowest city levels in the respective branches.

When the cities in the survey are grouped according to population size, it is clearly indicated that average union

hourly rates for all branches of the industry combined were typically highest in the largest population centers and descended in accordance with city size (table 12).

Average scales generally followed a somewhat similar pattern among the individual industry branches. Some of the major exceptions are noted herewith. Scale levels for pie and pastry shops and other nationality bakeries in cities with populations of 500,000 to 1,000,000 exceeded those with a 1,000,000 or more population by 7 and 9 cents, respectively. Cracker and cookie plants in the 40,000 to 100,000 population group had scales averaging 2.3 cents above the level in cities with populations of 500,000 to 1,000,000.

On a regional basis, the national average for all baking (\$1.45) was exceeded by two regions - the Middle Atlantic States (\$1.58) and Pacific Coast (\$1.63). The scale level in the Southeast region was 34 cents below the national average and 52 cents below the level of the Pacific region (table 13).

Bread and cake machine shops and cracker and cookie shops were the only branches of the industry represented in all regions. The highest scale levels in these branches were (\$1.75) for mechanized bread and cake shops on the Pacific Coast and (\$1.28) for cracker and cookie baking in the Southwest.

### Standard Workweek

The average straight-time workweek of 40.7 hours for all bakery workers remained unchanged between July 1, 1950, and July 1, 1951. The 40-hour workweek was most prevalent and was applicable to over four-fifths of all bakery workers studied.

Union agreements in effect on July 1, 1951 provided standard work schedules of 40 hours or less for over 98 percent of the workers in 3 branches of the industry - bread and cake machine shops, pie and pastry shops, and cracker and cookie shops. Over a fourth of the workers in bread and cake hand shops and in other nationality bake shops were employed under agreements specifying standard workweeks of 48 hours; more than half of the Hebrew bakers had straight-time weekly schedules of at least 44 hours. (See table 14.)

### Union Scales of Wages and Hours by City

Table 15 presents union hourly wage scales and straight-time hours per week in effect on July 1, 1950, and July 1, 1951, for each classification of bakery workers by type of baking in each of the 74 cities included in the study. Where more than one union rate was in effect for the same occupation in a particular city, all rates are listed with the letters, A, B, C, etc., designating the various effective agreements. The sequence of the letters does not indicate the relative importance of the agreements or rates.



TABLE 1A.--Indexes of union hourly wage rates and weekly hours in the baking industry, 1939 - 51

[June 1, 1939 = 100]

Year	Index of hourly rates	Index of weekly hours
1939: June 1 .....	100.0	100.0
1940: June 1 .....	102.7	99.5
1941: June 1 .....	106.1	99.2
1942: July 1 .....	116.3	99.1
1943: July 1 .....	121.2	98.6
1944: July 1 .....	122.0	98.6
1945: July 1 .....	123.6	98.6
1946: July 1 .....	141.6	98.3
1947: July 1 .....	160.6	98.2
1948: July 1 .....	173.4	98.2
1949: July 1 .....	184.5	97.8
1950: July 1 .....	192.4	97.8
1951: July 1 .....	203.4	97.7

TABLE 1B.--Indexes of union hourly wage rates and weekly hours in the baking industry, 1939 - 51

[July 1, 1947, 48, 49 = 100]

Year	Index of hourly rates	Index of weekly hours
1939: June 1 .....	57.9	102.0
1940: June 1 .....	59.4	101.5
1941: June 1 .....	61.4	101.2
1942: July 1 .....	67.3	101.1
1943: July 1 .....	70.1	100.6
1944: July 1 .....	70.6	100.6
1945: July 1 .....	71.5	100.6
1946: July 1 .....	81.9	100.2
1947: July 1 .....	92.9	100.1
1948: July 1 .....	100.3	100.1
1949: July 1 .....	106.8	99.7
1950: July 1 .....	111.3	99.7
1951: July 1 .....	117.7	99.6

TABLE 2.--Average union wage rates in the baking industry, July 1, 1951, and increases since July 1, 1950, by type of baking

Type of baking	Average rate per hour July 1, 1951 1/	Amount of increase July 1, 1950 - July 1, 1951 2/	
		Percent	Cents per hour
All baking .....	\$1.45	5.7	8
Bread and cake:			
Hand .....	1.73	5.8	10
Machine .....	1.42	5.2	7
Pie and pastry .....	1.34	6.3	8
Nationality baking:			
Hebrew .....	2.04	6.2	12
Other .....	1.74	5.3	10
Cracker and cookie .....	1.18	7.0	8

1/ Average rates are based on all rates in effect on July 1, 1951; individual rates are weighted by the number of union members reported at each rate.

2/ Based on comparable quotations for 1950 and 1951; weighted by the membership reported in 1951.

TABLE 3.--Percent increases in union wage rates and percent of workers affected, by type of baking, July 1, 1950, to July 1, 1951

Type of baking	Percent of union workers affected by -			Percent of workers affected by increase of -						
	No change	Increase	Decrease	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 percent and over
All baking .....	15.4	84.5	0.1	20.1	44.9	18.2	1.0	0.2	0.1	(1/)
Bread and cake:										
Hand .....	15.4	84.6	-	11.0	58.3	12.7	2.6	-	-	(1/)
Machine .....	19.2	80.7	.1	26.3	41.4	11.6	.9	.3	.1	0.1
Pie and pastry .....	9.0	91.0	-	16.5	61.6	11.9	.9	-	.1	(1/)
Nationality baking:										
Hebrew .....	1.3	98.4	.2	12.2	77.6	8.5	.1	-	-	-
Other .....	5.8	94.2	-	22.1	71.6	.5	-	-	-	-
Cracker and cookie .....	11.8	88.0	.2	12.2	30.7	44.4	.6	.1	-	-

1/ Less than 0.05 of 1 percent.



Table 4.—Cents-per-hour increase in union wage rates and percent of workers affected by type of baking, July 1, 1950 to July 1, 1951

Type of baking	Percent of union workers affected by increase	Percent of workers affected by increase of -						
		Less than 5 cents	5 and under 10 cents	10 and under 15 cents	15 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
All baking .....	84.5	7.9	32.0	38.3	4.8	1.1	0.3	0.1
Bread and cake:								
Hand .....	84.6	7.5	12.1	55.5	4.6	3.1	1.8	-
Machine .....	80.7	7.8	37.2	30.1	4.5	.9	.1	.1
Pie and pastry .....	91.0	.5	55.4	33.2	1.0	.8	(1/)	.1
Nationality baking:								
Hebrew .....	98.4	8.6	9.2	68.6	9.8	2.2	-	-
Other .....	94.2	6.0	42.1	19.7	26.4	-	-	-
Cracker and cookie .....	88.0	9.7	32.1	42.9	2.8	.4	.1	-

1/ Less than 0.05 of 1 percent.

Table 5.—Distribution of union members in the baking industry by type of baking and by hourly wage rates, July 1, 1951

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were -																	
		Under 80	80 and under 90	90 and under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and under 210	210 and under 220	220 and under 230	230 and under 240	240 and over
All baking .....	\$1.448	0.3	1.4	4.3	9.6	11.3	10.3	10.6	12.5	9.9	8.2	5.5	3.8	3.4	3.8	3.3	1.0	0.4	0.4
Bread and cake:																			
Hand .....	1.731	-	.5	.4	1.5	1.3	3.3	5.9	8.6	4.9	14.6	21.8	12.0	6.8	6.0	7.8	1.3	1.7	1.6
Machine .....	1.420	.2	.8	3.0	8.6	9.5	12.2	12.2	16.6	14.7	9.7	3.6	1.6	3.0	3.3	.9	.1	-	-
Pie and pastry .....	1.341	.6	.4	9.8	12.4	10.1	13.0	13.6	11.0	13.1	5.0	4.4	.6	2.5	1.5	.7	.6	-	.7
Nationality baking:																			
Hebrew .....	2.040	.3	.2	.1	.3	-	.1	1.4	2.0	1.5	2.1	2.5	10.3	11.7	18.1	30.1	13.3	3.8	2.2
Other .....	1.741	-	-	-	-	.7	10.3	-	7.6	17.5	19.1	34.2	6.9	3.7	(1/)	-	-	-	-
Cracker and cooky .....	1.183	.5	3.8	10.5	19.6	26.0	13.2	11.2	8.9	3.3	2.4	.4	.2	(1/)	(1/)	-	-	-	-

1/ Less than 0.05 of 1 percent.

TABLE 6.—Average union hourly wage rates and wage increases in bread and cake hand shops by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951		City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour			Percent	Cents per hour
New York, N.Y. ....	\$1.982	7.4	13.7	Toledo, Ohio .....	\$1.449	1.9	2.7
Oakland, Calif. ....	1.784	7.0	11.7	New Haven, Conn. ....	1.420	6.8	9.0
San Francisco, Calif. ..	1.772	.2	.3	St. Paul, Minn. ....	1.401	6.0	8.0
Baltimore, Md. ....	1.770	6.4	10.6	Minneapolis, Minn. ....	1.394	6.0	7.9
Los Angeles, Calif. ....	1.765	6.6	11.0	Duluth, Minn. ....	1.387	0	0
Portland, Oreg. ....	1.763	6.7	11.0	South Bend, Ind. ....	1.387	3.0	4.0
Average, all cities ....	1.731	5.8	9.5	St. Louis, Mo. ....	1.377	10.0	12.5
Chicago, Ill. ....	1.678	7.0	10.9	Peoria, Ill. ....	1.372	3.2	4.2
Rochester, N.Y. ....	1.624	3.2	5.0	Providence, R.I. ....	1.343	3.5	4.5
Cleveland, Ohio ....	1.595	1.3	2.0	Milwaukee, Wis. ....	1.335	7.2	8.9
Washington, D.C. ....	1.550	0	0	Rock Island, (Ill.)			
Butte, Mont. ....	1.534	10.0	13.9	District 1/ .....	1.332	2.3	3.0
Denver, Colo. ....	1.524	5.5	8.0	Scranton, Pa. ....	1.304	5.6	7.0
Springfield, Mass. ....	1.522	0	0	Manchester, N.H. ....	1.270	6.7	8.0
Newark, N.J. ....	1.505	0	0	Salt Lake City, Utah ..	1.265	5.5	6.6
Pittsburgh, Pa. ....	1.504	10.5	14.3	Youngstown, Ohio ....	1.264	6.0	7.1
Phoenix, Ariz. ....	1.495	10.0	13.6	Boston, Mass. ....	1.259	6.0	7.2
				Chattanooga, Tenn. ....	1.125	13.0	12.9

1/ Includes Rock Island and Moline, Ill., and Davenport, Iowa.

TABLE 7.—Average union hourly wage rates and wage increases in bread and cake machine shops, by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951		City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour			Percent	Cents per hour
Oakland, Calif. ....	\$2.116	8.2	16.0	South Bend, Ind. ....	\$1.346	2.9	3.9
Los Angeles, Calif. ....	1.830	7.3	12.5	Portland, Me. ....	1.332	5.0	6.4
San Francisco, Calif. ..	1.808	8.4	14.0	Boston, Mass. ....	1.329	5.7	7.1
Butte, Mont. ....	1.736	10.0	15.8	Duluth, Minn. ....	1.325	0	0
Spokane, Wash. ....	1.710	5.6	9.1	Syracuse, N.Y. ....	1.323	9.5	11.4
Portland, Oreg. ....	1.655	7.7	11.8	Louisville, Ky. ....	1.317	7.2	8.9
Washington, D. C. ....	1.603	0	0	Scranton, Pa. ....	1.305	7.8	9.4
Cincinnati, Ohio ....	1.594	3.4	5.3	Reading, Pa. ....	1.295	6.8	8.3
Phoenix, Ariz. ....	1.561	10.0	14.2	Columbus, Ohio ....	1.288	.8	1.0
Seattle, Wash. ....	1.554	5.0	7.4	Cleveland, Ohio ....	1.285	0	0
Rochester, N.Y. ....	1.527	3.3	4.8	Indianapolis, Ind. ....	1.285	(2/)	(3/)
New York, N.Y. ....	1.519	4.8	7.0	Providence, R.I. ....	1.282	7.2	8.6
Newark, N.J. ....	1.518	4.1	6.0	Grand Rapids, Mich. ..	1.279	6.5	7.9
Denver, Colo. ....	1.506	5.6	8.0	New Orleans, La. ....	1.267	6.7	8.0
Peoria, Ill. ....	1.481	3.5	5.0	Omaha, Nebr. ....	1.264	0	0
Detroit, Mich. ....	1.457	10.2	13.5	Charleston, W. Va. ...	1.252	6.1	7.2
Pittsburgh, Pa. ....	1.447	10.0	13.2	Dallas, Tex. ....	1.239	3.6	4.4
Houston, Tex. ....	1.441	11.6	15.0	Wichita, Kans. ....	1.236	0	0
Buffalo, N.Y. ....	1.434	4.2	5.8	Little Rock, Ark. ....	1.235	7.4	8.5
St. Louis, Mo. ....	1.428	7.0	9.3	Milwaukee, Wis. ....	1.218	1.2	1.4
Dayton, Ohio ....	1.425	2.2	3.1	San Antonio, Tex. ....	1.218	5.2	6.0
Average, all cities ....	1.420	5.2	7.0	Springfield, Mass. ...	1.203	0	0
Kansas City, Mo. ....	1.417	0	0	Memphis, Tenn. ....	1.197	3.5	4.1
Youngstown, Ohio ....	1.417	0	0	Richmond, Va. ....	1.193	2.6	3.0
Chicago, Ill. ....	1.398	7.7	10.0	Baltimore, Md. ....	1.148	8.6	9.0
Des Moines, Iowa ....	1.397	5.3	7.0	El Paso, Tex. ....	1.111	9.9	10.0
Toledo, Ohio ....	1.387	2.5	3.3	Birmingham, Ala. ....	1.107	3.8	4.1
Salt Lake City, Utah ...	1.378	4.9	6.4	Atlanta, Ga. ....	1.100	3.6	3.8
Rock Island, (Ill.)				Chattanooga, Tenn. ...	1.079	0	0
District 1/ ....	1.368	2.2	3.0	Norfolk, Va. ....	1.073	8.2	8.2
Minneapolis, Minn. ....	1.366	4.6	6.0	Charlotte, N.C. ....	1.065	4.7	4.7
Philadelphia, Pa. ....	1.361	4.1	5.3	Jacksonville, Fla. ...	1.016	9.0	9.0
Oklahoma City, Okla. ...	1.360	0	0	Knoxville, Tenn. ....	.991	6.4	6.0
Worcester, Mass. ....	1.357	6.1	7.8	Miami, Fla. ....	.982	11.3	10.0
St. Paul, Minn. ....	1.352	4.7	6.1	Charleston, S.C. ....	.935	6.4	5.6
New Haven, Conn. ....	1.350	7.1	9.0	Jackson, Miss. ....	.913	2.9	2.6

- 1/ Includes Rock Island and Moline, Ill., and Davenport, Iowa.  
 2/ Less than 0.05 of 1 percent (Decrease)  
 3/ Less than 1 mill (Decrease)

TABLE 8.—Average union hourly wage rates and wage increases in pie and pastry shops by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
San Francisco, Calif. ....	\$1.980	4.9	9.3
Los Angeles, Calif. ....	1.564	9.8	14.0
St. Paul, Minn. ....	1.557	4.0	6.0
New York, N.Y. ....	1.533	6.4	9.2
Detroit, Mich. ....	1.439	8.4	11.1
Average, all cities ....	1.341	6.3	7.9
Toledo, Ohio ....	1.336	1.9	2.5
Boston, Mass. ....	1.297	8.4	10.0
Worcester, Mass. ....	1.297	7.6	9.0
Indianapolis, Ind. ....	1.296	0	0
Philadelphia, Pa. ....	1.281	5.0	6.1
Cleveland, Ohio ....	1.261	0	0
Syracuse, N.Y. ....	1.209	12.7	13.6
Omaha, Nebr. ....	1.204	0	0
Buffalo, N.Y. ....	1.202	9.3	10.2
Columbus, Ohio ....	1.191	0	0
York, Pa. ....	1.158	4.5	5.0
Providence, R.I. ....	1.110	9.9	10.0
Scranton, Pa. ....	1.097	7.3	7.5
Chicago, Ill. ....	1.075	5.9	6.0
Baltimore, Md. ....	1.024	7.2	6.8
South Bend, Ind. ....	1.020	5.2	5.0
Duluth, Minn. ....	.970	0	0
Chattanooga, Tenn. ....	.848	0	0

TABLE 9.—Average union hourly wage rates and wage increases in Hebrew bake shops by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
Detroit, Mich. ....	\$2.308	5.7	12.4
Los Angeles, Calif. ....	2.173	8.9	17.8
New York, N.Y. ....	2.128	6.6	13.2
Chicago, Ill. ....	2.121	7.3	14.3
Rochester, N.Y. ....	2.077	3.1	6.3
Average, all cities ....	2.040	6.2	12.0
Boston, Mass. ....	2.010	10.2	18.7
Newark, N.J. ....	1.924	7.5	13.3
New Haven, Conn. ....	1.908	5.8	10.4
Providence, R.I. ....	1.885	3.6	6.6
Cleveland, Ohio ....	1.842	5.1	9.0
Philadelphia, Pa. ....	1.802	.9	1.6
Worcester, Mass. ....	1.700	4.0	6.5
Minneapolis, Minn. ....	1.592	3.9	6.0
Springfield, Mass. ....	1.523	0	0
Milwaukee, Wis. ....	1.512	7.1	10.0
Denver, Colo. ....	1.509	5.6	8.0
St. Louis, Mo. ....	1.416	1.6	2.2
Pittsburgh, Pa. ....	1.374	4.8	6.3

TABLE 10.—Average union hourly wage rates and wage increases in other nationality bake shops, by city, July 1, 1950, to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
San Francisco, Calif. . .	\$1.922	8.5	15.0
Chicago, Ill. . . . .	1.851	7.2	12.5
Detroit, Mich. . . . .	1.781	4.4	7.5
Average, all cities . . .	1.741	5.8	9.5
Buffalo, N. Y. . . . .	1.680	4.7	7.6
Cleveland, Ohio . . . . .	1.672	1.2	1.9
New York, N. Y. . . . .	1.593	5.8	8.8
Los Angeles, Calif. . . .	1.538	0	0

TABLE 11.—Average union hourly wage rates and wage increases in cracker and cookie shops, by city, July 1, 1950, to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
Houston, Tex. . . . .	\$1.458	8.6	11.5
Rochester, N. Y. . . . .	1.377	3.0	4.0
Newark, N. J. . . . .	1.326	- 5.3	- 7.4
Pittsburgh, Pa. . . . .	1.306	11.6	13.6
Philadelphia, Pa. . . . .	1.298	10.0	11.8
Oakland, Calif. . . . .	1.278	4.3	5.3
Buffalo, N. Y. . . . .	1.277	9.0	10.5
Detroit, Mich. . . . .	1.269	11.1	12.7
Chicago, Ill. . . . .	1.263	8.3	9.6
Atlanta, Ga. . . . .	1.249	9.8	11.1
St. Louis, Mo. . . . .	1.226	8.5	9.6
York, Pa. . . . .	1.205	10.2	11.1
Omaha, Nebr. . . . .	1.200	9.1	10.0
Kansas City, Mo. . . . .	1.195	7.6	8.4
Average, all cities . . .	1.183	7.0	7.8
Portland, Oreg. . . . .	1.180	(1/)	(1/)
New York, N. Y. . . . .	1.171	4.9	5.5
Cincinnati, Ohio . . . .	1.157	3.1	3.5
Cleveland, Ohio . . . . .	1.122	0	0
Boston, Mass. . . . .	1.113	0	0
Duluth, Minn. . . . .	1.108	0	0
Seattle, Wash. . . . .	1.106	0	0
Dayton, Ohio . . . . .	1.105	5.4	6.7
St. Paul, Minn. . . . .	1.098	11.6	11.4
Los Angeles, Calif. . . .	1.094	10.1	10.0
Denver, Colo. . . . .	1.074	6.4	6.5
Richmond, Va. . . . .	1.057	7.1	7.0
Baltimore, Md. . . . .	1.031	6.6	6.4
Milwaukee, Wis. . . . .	1.030	0	0
Columbus, Ohio . . . . .	1.003	0	0
Minneapolis, Minn. . . .	.989	5.3	5.0
Dallas, Tex. . . . .	.986	6.8	6.3
Spokane, Wash. . . . .	.985	4.6	4.4
Birmingham, Ala. . . . .	.952	8.0	7.0
Salt Lake City, Utah . . .	.950	5.6	5.0

1/ Data not available for 1950.

TABLE 12.—Average union wage rates in the baking industry, by population group and by type of baking, July 1, 1951

Type of baking	Population group				
	Cities with 1,000,000 or more	Cities with 500,000 to 1,000,000	Cities with 250,000 to 500,000	Cities with 100,000 to 250,000	Cities with 40,000 to 100,000
All baking . . . . .	\$1.597	\$1.404	\$1.352	\$1.260	\$1.250
Bread and cake:					
Hand . . . . .	1.869	1.592	1.621	1.356	1.398
Machine . . . . .	1.509	1.406	1.422	1.298	1.253
Pie and pastry . . . .	1.354	1.422	1.332	1.174	1.158
Nationality baking:					
Hebrew . . . . .	2.095	1.806	1.863	1.780	-
Other . . . . .	1.724	1.813	-	-	-
Cracker and cookie . .	1.243	1.182	1.163	1.080	1.205

TABLE 13.—Average union wage rates in the baking industry, by region 1/ and by type of baking, July 1, 1951

Type of baking	United States	New England	Middle Atlantic	Border States	South-east
All baking . . . . .	\$1.448	\$1.365	\$1.580	\$1.271	\$1.111
Bread and cake:					
Hand . . . . .	1.731	1.318	1.907	1.635	1.125
Machine . . . . .	1.420	1.314	1.453	1.316	1.079
Pie and pastry . . . . .	1.341	1.258	1.404	1.024	.848
Nationality baking:					
Hebrew . . . . .	2.040	1.935	2.059	-	-
Other . . . . .	1.741	-	1.603	-	-
Cracker and cookie . . .	1.183	1.113	1.268	1.049	1.194
	Great Lakes	Middle West	South-west	Mountain	Pacific
All baking . . . . .	1.367	1.322	1.289	1.273	1.629
Bread and cake:					
Hand . . . . .	1.595	1.377	-	1.437	1.772
Machine . . . . .	1.377	1.384	1.291	1.506	1.748
Pie and pastry . . . . .	1.195	1.204	-	-	1.669
Nationality baking:					
Hebrew . . . . .	2.005	1.416	-	1.509	2.173
Other . . . . .	1.813	-	-	-	1.790
Cracker and cookie . . .	1.167	1.204	1.276	1.056	1.181

1/ The regions in this study include:

New England . . . . .	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont;
Middle Atlantic . . .	New Jersey, New York, and Pennsylvania;
Border States . . . .	Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia;
Southeast . . . . .	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee;
Great Lakes . . . . .	Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin;
Middle West . . . . .	Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota;
Southwest . . . . .	Arkansas, Louisiana, Oklahoma, and Texas;
Mountain . . . . .	Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming;
Pacific . . . . .	California, Nevada, Oregon, and Washington.

TABLE 14.—Distribution of union members in the baking industry by straight-time weekly hours, and type of baking July 1, 1951

Type of baking	Average hours per week	Percent of weekly hours -					
		Under 40	40	Over 40 and under 44	44	Over 44 and under 48	48
All baking . . . . .	40.7	3.0	81.9	4.3	0.4	4.7	5.7
Bread and cake:							
Hand . . . . .	43.5	1.0	38.3	12.9	2.4	16.9	28.5
Machine . . . . .	39.9	5.3	92.9	.5	(1/)	.4	.9
Pie and pastry . . . .	40.0	-	99.8	-	-	-	.2
Nationality baking:							
Hebrew . . . . .	44.0	-	8.6	35.2	-	39.4	16.8
Other . . . . .	42.8	-	54.0	11.5	5.8	-	28.7
Cracker and cookie . .	40.0	-	100.0	-	-	-	-

1/ Less than 0.05 of 1 percent.



TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
ATLANTA, GA.			ATLANTA, GA. - Continued			BALTIMORE, MD. - Continued		
Bread and cake - Machine shops:			Crackers and cookies: -			Bread and cake - Machine		
Agreement A:			Continued			shops: - Continued		
Working foremen .....	\$1.400	\$1.430	Agreement A: - Continued			Agreement A: - Continued		
Mixers, ovenmen, and			Sponge baking:			Bread department: -		
doughnut-machine oper-			Head bakers .....	\$1.545	\$1.700	Continued		
ators .....	1.350	1.380	Machine captains .....	1.445	1.590	Bread packers .....	\$1.015	\$1.105
Roll-machine operators ...	1.280	1.280	Bakers .....	1.385	1.524	Flour blenders,		
Dividers, depositors,			Rollermen .....	1.335	1.469	(bread and cake) .....	.990	1.080
wrapping-machine opera-			Sweet baking:			Bakery helpers		
tors, and checkers .....	1.200	1.280	Ovenmen .....	1.255	1.381	(men and women) .....	.978	1.068
Molder operators, stockmen	1.230	1.230	Dough feeders, machine			Cake and sweet department:		
Mixers' helpers .....	1.150	1.230	set-up men, and pan			Mixers, ovenmen		
Icing-machine operators ..	1.100	1.100	cleaners .....	1.205	1.326	(first class) .....	1.315	1.415
Oven feeders and dumpers	.920	1.040	Scalers, weighers,			Ingredient mixers'		
Pan-washing-machine opera-			dough .....	1.065	1.172	helpers .....	1.290	1.390
tors, roll panners fe-			Icing:			Bench hands .....	1.285	1.385
male, and make-up women .	.990	.990	Head mixers .....	1.430	1.573	Cooky mixers, icing		
Twisters, panners, rack-			Mixers .....	1.355	1.491	mixers .....	1.315	1.415
ers, catchers, carton			Mixers' helpers .....	1.305	1.436	Cake decorators .....	1.240	1.415
makers, flour dumpers,			Base cake weighers ....	1.255	1.381	Ovenmen (second class) .	1.215	1.315
and pan greasers .....	.950	.990	Floormen .....	1.155	1.271	Dividers (depositor		
Hand icers (cake) .....	.920	.990	Machine operators,			operators) .....	1.165	1.255
Wrappers .....	.870	.990	helpers .....	1.055	1.161	Oven feeders .....	1.065	1.155
Agreement B:			Packing:			Cake packers .....	1.040	1.130
Bread:			Supplymen .....	1.305	1.436	Pan greasers .....	.978	1.118
Foremen .....	1.520	1.550	Pastemen, assemblymen ..	1.255	1.381	Packers .....	1.040	1.105
Dough mixers, ovenmen ..	1.320	1.350	Head clerks, wrapping-			Bakery helpers, bakers'		
Dividers .....	1.240	1.270	machine operators ....	1.205	1.326	helpers .....	.978	1.068
Moldermen, roll-machine			Sponge packers,			Bench helpers (women) ..	.850	.940
operators, and bench-			bundlers (hand) .....	1.075	1.183	Cake icers (women) .....	.825	.900
men .....	1.210	1.240	Stitchers, formers ....	1.055	1.161	Cake wrappers (women) ..	.800	.875
Oven loaders and			Sweet packers, closers,			Agreement B:		
dumpers .....	1.010	1.040	weighers, and carton			Bread department:		
Dough mixer helpers, pan			formers .....	1.045	1.150	Mixers, ovenmen .....	1.290	1.390
greasers, set-off men,			Agreement B:			Set-up men .....	1.230	1.330
and bread rackers (all			Foremen .....	1.225	1.275	Dividers .....	1.180	1.250
after 6 months) .....	.950	.980	Mixers .....	1.025	1.075	Oven dumpers .....	1.100	1.180
Cake:			Ovenmen, loaders .....	.875	.925	Moldermen .....	1.075	1.155
Foremen .....	1.370	1.400	Wrapping-machine oper-			Coolermen, bake-shop		
Ovenmen .....	1.300	1.330	ators, cuttermen, and			greasers .....	1.020	1.100
Mixers .....	1.220	1.250	scalers .....	.825	.875	Wrapping-machine feeders	.940	1.020
Ingredient scalars,			Dumpers, enrobers, squeeze			Wrapping-machine feed-		
scaling-machine opera-			bagsmen, hand wrappers,			ers (women) .....	.820	.825
tors, and floor-			packers, and women			Cake department:		
ladies .....	1.090	1.120	helpers .....	.775	.825	Mixers, ovenmen,		
Supervisors .....	.960	.990				icing makers .....	1.290	1.390
Cake-wrapping-machine						Ingredient scalars,		
operators .....	.920	.950				sugar grinders .....	1.100	1.180
Icers, checkers, wrap-						Oven dumpers .....	1.020	1.100
pers, packers, and						Flour blenders .....	.995	1.075
cutters (after 6						Packers and shippers ...	.920	1.040
months) .....	.920	.950				Pan greasers .....	.920	1.000
Greasing-machine						Tray and mold boys ....	.905	.985
operators .....	.910	.940				Wrappers and icers		
Helpers, male,						(women) .....	.820	.885
(after 6 months) .....	.910	.940				Agreement C:		
Shipping:						General utilitymen .....	1.275	1.370
Shipping clerks .....	1.320	1.350				Mixers .....	1.225	1.320
Wrapping-machine						Ovenmen .....	1.200	1.290
operators .....	1.190	1.220				Machine operators,		
Bread checkers .....	1.160	1.190				bread wrapping-machine		
Cake checkers .....	1.090	1.120				operators, depositor		
Wrapping-machine helpers						operators .....	1.175	1.270
(after 6 months) .....	.950	.980				Cake bench hands .....	1.125	1.270
Bun trays, hand						Bread benchmen .....	1.075	1.270
wrappers, truck load-						Oven loaders and		
ers, and helpers						dumpers .....	1.125	1.220
(after 6 months) .....	.900	.930				Ingredient scalars,		
Crackers and cookies:						bread panners and		
Agreement A:						rackers .....	1.075	1.170
Sponge and sweet mixing:						Dough mixers' helpers,		
Head mixers .....	1.505	1.656				cake oven helpers .....	1.050	1.170
Mixers .....	1.405	1.546				Bread checkers .....	.850	1.120
Mixers' helpers .....	1.255	1.381						

1/ 45-hour workweek.

2/ 43-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BALTIMORE, MD. - Continued			BALTIMORE, MD. - Continued			BIRMINGHAM, ALA. - Continued		
Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued		
Agreement C: - Continued			Baking department: - Continued			Agreement A: - Continued		
Pan greasers .....	\$0.925	\$1.020	Continued			Bread: - Continued		
Hand mixers (women) .....	.900	1.000	Rollermen .....	\$1.150	\$1.250	Panners, oven feeders, and dumpers .....	\$1.100	\$1.140
Checkers, packers and wrappers (women) .....	.800	.900	Fig grinders, ingredient scaler helpers .....	1.125	1.175	Sweet-roll panners .....	1.050	1.090
Agreement D:			Stackers .....	1.100	1.200	Wrapping-machine operators .....	1.145	1.185
Bread department:			Cracker-meal miller helpers, pan cleaners, pan feeders, fig grinder helpers .....	.950	1.000	Slicers, feeders, wrapping-machine helpers ..	.925	.965
Oven operators, dough mixers, doughnut-machine operators .....	1.345	1.445	Other men workers (after 30 days) .....	.875	.925	Sugar grinders, flour dumpers .....	1.000	1.040
All around bench hands, molder operators, divider operators, wrapping-machine operators, roll-machine operators ..	1.295	1.395	Icing department:			Pan greasers, stock-room helpers, and packers .....	1.000	1.040
Ingredient scalers, oven feeders and dumpers, mixers' helpers ..	1.245	1.345	Working foremen, machine operators, enrobing-machine operators, marsh-mallow operators .....	1.225	1.275	Checkers .....	1.055	1.095
Pan rackers (loaders), pan greasers, molders' helpers, bread packers, selectors and order packers .....	1.195	1.295	Icing mixers .....	.975	1.025	Cake:		
Flour handlers, pan washers .....	1.145	1.225	Working supervisors (women), sample-room girls, packers A .....	.955	1.005	Mixers .....	1.350	1.390
Panners and fillers, doughnut tray packers ..	.975	1.055	Trolley stickers and dippers .....	.905	.955	Depositors .....	1.250	1.290
Helpers (women) .....	.955	1.035	Floormen .....	.875	.925	Oven operators .....	1.315	1.355
Agreement E:			Machine operators (women), D. L. operators, packers on D. L., scalers, weighers, caddie girls, depositor feeders, other women machine operators .....	.855	.905	Depositor helpers .....	1.165	1.205
Bakers, 1st class .....	1.175	1.325	Delmarvia operators .....	.805	.905	Oven feeders and dumpers .....	1.030	1.070
Bakers, 2d class .....	1.025	1.125	Hand dippers, strappers, stencil feeders and fillers, floor girls, other women help on D. L. machines .....	.805	.855	Icing makers .....	1.250	1.290
General helpers .....	.875	.950	Caddie girls' helpers, other women help (after 30 days) .....	.755	.805	Bake-shop helpers, pan greasers, and packers .....	1.000	1.040
Women workers .....	.750	.825	Packing department:			Wrapping-machine operators, head icers .....	1.040	1.080
Agreement F:			Head floormen .....	1.325	1.375	Icers and wrappers .....	.945	.985
Dough mixers .....	1.380	1.430	Utilitymen .....	1.150	1.200	Agreement B:		
Divider operators .....	1.305	1.355	Wrapping-machine operators and setters .....	1.075	1.125	Bread:		
Molder operators .....	1.230	1.305	Checkers .....	1.005	1.055	Mixers .....	1.095	1.145
Dough mixers' helpers .....	1.230	1.230	Wrapping-machine operators, floormen A .....	.975	1.025	Head ovenmen .....	.995	1.045
Wrapping-machine feeders .....	1.020	1.150	Sponge packers, bundlers, carton formers .....	.955	1.005	Ovenmen .....	.970	1.020
General helpers:			Cracker-meal packers .....	.950	1.005	Dividers, head roll-machine operators .....	.945	.995
Starting rate .....	1.015	1.005	Sweet packers .....	.855	1.005	Molders, benchmen .....	.920	.970
After 6 months .....	1.043	1.043	Carton helpers .....	.905	.955	Roll-machine operators ..	.870	.920
After 1 year .....	1.093	1.093	Floormen B, other men help .....	.875	.925	Machine wrappers, utilitymen .....	.820	.870
Pie and pastry shops:			Weighers, chute tenders ..	.855	.905	Pan greasers, bake-shop helpers .....	.770	.820
Doughnut shops:			Machine operators - women fillers .....	.755	.905	Packers, shippers .....	.745	.795
Agreement A:			B packers .....	.825	.875	Crackers and cookies:		
Doughnut-machine operators .....	1.100	1.150	Sealers, caddie formers ..	.755	.855	First floor:		
Head packers (women) ..	.850	.900	Relief girls - packing gang, other women help (after 30 days) .....	.755	.805	Mixing room:		
Packers (women) .....	.800	.850				Head mixers .....	1.180	1.260
Agreement B:						Mixers .....	1.060	1.140
Foremen .....	1.450	1.540				Mixers' helpers .....	.980	1.060
Mixers, machine operators .....	1.200	1.280				Bake shop:		
Bakery helpers .....	.975	1.055				Machine operators, sponge peelers (after 6 months) .....	1.180	1.260
Doughnut fryer .....	(2/)	1.200				Machine feeders .....	1.000	1.080
Head packers .....	.900	.970				Machine helpers .....	.750	.800
Packers and helpers (women) .....	.850	.920				Sponge peelers (1st 6 months) .....	1.060	1.140
Crackers and cookies:						Sponge-oven bakers .....	1.180	1.260
Mixing department:						Sponge-oven helpers, sponge-oven traymen .....	1.080	1.160
Working foremen .....	1.375	1.425				Dough rollers, sweet-oven bakers .....	1.030	1.110
Mixers .....	1.325	1.375				Sweet-oven helpers .....	1.010	1.090
Mixers' helpers .....	1.125	1.175				Stacking:		
Flour dumpers .....	.950	1.000				1st 3 months .....	.750	.800
Baking department:						After 3 months .....	.980	1.060
Sponge peeler .....	1.375	1.425				Pan feeders .....	.930	1.010
Bakers, peelers, cracker-meal millers, ingredient scalers, machine captains .....	1.325	1.375				Pan greasers .....	.900	.980
Cuttermen .....	1.300	1.350						
Ovenmen and reliefmen .....	1.225	1.275						

2/ Information not available for rate and hours on July 1, 1950.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BIRMINGHAM, ALA. - Continued			BOSTON, MASS. - Continued			BOSTON, MASS. - Continued		
Crackers and cookies: - Continued			Bread and cake - Hand shops: - Continued			Bread and cake - Machine shops: - Continued		
Second floor:			Agreement E:			Agreement C: - Continued		
Sponge packers, large wafer-machine operators .....	\$ 0.910	\$ 0.990	Foremen .....	4/1.510	4/1.510	Molders' helpers, pan greasers, rackers, DeVelbiss-machine operators, wrapping-machine operators, conveyor beltmen, frosting-machine operators, head foreladies, fondant-machine helpers .....	\$ 1.415	\$ 1.500
Large carton makers .....	.910	.990	Dough mixers, benchmen, ovenmen, shipping clerks .....	4/1.360	4/1.360	General bakery helpers, inspectors, foreladies ..	1.345	1.430
Wrapping-machine operators .....	.850	.930	Bread and cake - Machine shops: Agreement A: (General agreement)			Icers and decorators .....	1.130	1.215
Packers, helpers, female .....	.750	.800	Bread:			Doughnut tray packers, cake-cutting machine operators, hand icers, panners and make-up workers .....	1.060	1.145
Checkers, wrapping-machine operators .....	1.000	1.080	Mixers .....	1.540	1.640	General bakery helpers ..	1.010	1.095
Tray and pan dumpers .....	.930	1.010	Head ovenmen .....	(2/)	1.610	Pie and pastry shops:		
Machine helpers, male; helpers, male .....	.750	.800	Divider operators, ovenmen, bench hands ..	1.430	1.530	Mixers, ovenmen, benchmen ..	1.410	1.510
Third floor:			Mixers' helpers, ingredient scalars, molder operators, oven feeders, rackers .....	1.380	1.480	Doughnut-machine operators .....	1.380	1.480
Cold-room packers .....	.910	.990	Pan greasers, bench helpers, general helpers, flour handlers and unloaders, rackers' helpers .....	1.300	1.400	Doughnut mixers .....	1.320	1.420
Machine feeders, capping .....	.850	.930	Wrappers, packers, floormen, checkers, conveyor men:			Checkers, dough cutters, filling cooks, pie fillers (women) .....	1.270	1.370
Icing caddy and carton makers .....	.750	.800	Up to 3 years .....	1.240	1.340	Bakery helpers .....	1.240	1.340
Head mixers .....	1.060	1.140	After 3 years .....	1.330	1.430	Baggers, packers, wrappers, boxers (women):		
Mixers, wrapping-machine operators .....	1.000	1.080	Cake:			Up to 1 year .....	.950	1.050
Icing mixers, syrup cooking .....	.980	1.060	Mixers .....	1.510	1.610	1 to 3 years .....	.990	1.090
Helpers; mixer helpers .....	.750	.800	Ovenmen .....	1.450	1.550	3 years and over .....	1.030	1.130
Fruit cake:			Ingredient scalars, icing mixers .....	1.380	1.480	Hebrew baking:		
Mixers .....	1.020	1.100	Scalars, depositor operators, stockmen .....	1.360	1.460	Foremen .....	1.999	2.193
Scalars, bakers .....	.960	1.040	Shippers - over 3 years ..	1.330	1.430	Second hands .....	1.853	2.041
Wrappers, packers, scalars, checkers' helpers, pan washers, and toppers .....	.750	.800	Dumpers, general helpers	1.240	1.340	Third hands .....	1.706	1.888
BOSTON, MASS.			Wrappers, packers, boxers, icers, pan greasers:			Crackers and cookies:		
Bread and cake - Hand shops:			Up to 1 year .....	.950	1.050	Agreement A:		
Agreement A:			1 to 3 years .....	.990	1.090	Dog food department:		
Dough mixers .....	2/1.555	2/1.659	3 years and over .....	1.030	1.130	Mixers .....	1.240	1.240
Ovenmen, bench hands, divider operators .....	2/1.445	2/1.549	Agreement B:			Bakers, machine captains .....	1.215	1.215
Molders .....	2/1.395	2/1.499	Ovenmen, icing mixers, mixers .....	1.430	1.430	Reliefmen .....	1.185	1.185
Wrapping-machine operators, wrapping-machine helpers, shippers (after 3 years) .....	2/1.345	2/1.449	Shippers .....	1.330	1.330	Dough feeders .....	1.140	1.140
Packers .....	2/1.345	2/1.449	Ingredient scalars .....	1.280	1.280	Oven firemen .....	1.115	1.115
Bakers' helpers .....	2/1.255	2/1.359	Bakery helpers .....	1.180	1.180	Pan feeders .....	1.090	1.090
Agreement B:			Shippers' helpers:			Bakers' helpers .....	1.070	1.070
Foremen, second hands ....	1.540	1.610	1 to 2 months .....	1.130	1.130	Kibblers .....	1.030	1.030
Shipping clerks .....	1.310	1.380	Over 2 months .....	1.180	1.180	Packing department:		
Ovenmen (bread and pies) ..	1.300	1.370	Table head (women) .....	1.130	1.130	Floormen .....	1.100	1.100
Mixers .....	1.280	1.350	Wrappers (women):			Handlers of broken and rejected goods ....	.875	.875
Ovenmen (cakes) .....	1.270	1.340	1 to 2 months .....	.980	.980	Scalars, weighers, packers .....	.865	.865
Frosting makers .....	1.260	1.330	Over 2 months .....	1.030	1.030	Shipping department:		
Head benchmen .....	1.250	1.320	Agreement C:			Shippers .....	1.190	1.190
Benchmen .....	1.200	1.270	Working foremen .....	1.665	1.750	Car checkers .....	1.155	1.155
Filling cooks .....	1.160	1.230	Doughnut-machine operators, fondant mixers, mixers .....	1.565	1.650	Car assemblers .....	1.135	1.135
Greasers, helpers, cleaners, frosters .....	.940	1.010	Divider operators, depositor operators, roll-machine operators, benchmen, receivers and stockmen, doco-machine operators .....	1.515	1.600	Head car loaders .....	1.130	1.130
Agreement C:			Molder operators, ingredient scalars, selectors, mixers' helpers, steam-box men, ovenmen, blenders .....	1.465	1.550	Assemblers .....	1.105	1.105
First hands .....	1.495	1.585				Assistant car loaders ..	1.099	1.099
Ovenmen, dough mixers ....	1.385	1.475				Stock clerks, stockmen .....	1.070	1.070
Benchmen .....	1.330	1.420				Agreement B:		
Frosters (women) .....	.960	1.050				Machine captains .....	1.445	1.445
Agreement D:						Saltine mixers .....	1.365	1.365
Foremen .....	1.270	1.390				sweet mixers .....	1.365	1.365
Dough mixers, ovenmen ....	1.165	1.285				Dough feeders, dough rollers, ovenmen, bakers .....	1.345	1.345
Benchmen .....	1.115	1.235						

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

4/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BOSTON, MASS. - Continued			BUFFALO, N. Y. - Continued			BUFFALO, N. Y. - Continued		
Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement B: - Continued			Agreement C: - Continued			Agreement E: - Continued		
Marshmallow mixers, spray-machine operators .....	\$1.295	\$1.295	Cake department:			Bench helpers, cook-machine operators, oven helpers, flour sifters and blenders .....	\$1.325	\$1.435
Mixers' helpers .....	1.195	1.195	Foremen .....	\$1.628	\$1.628	Bake-shop helpers, flour sifters and blenders' helpers, doughnut fillers .....	1.275	1.385
Supplymen .....	1.145	1.145	Mixers .....	1.515	1.515	Icers, wrappers and packers (women) .....	1.105	1.215
Weighters, general workers, beaters, stockmen, machine feeders .....	1.095	1.095	Assemblymen, traveling-oven men .....	1.490	1.490	Agreement F:		
Feeders .....	1.075	1.075	Scalers .....	1.435	1.435	Male workers .....	1.140	1.140
Wrapping and packing department:			Pie mixers .....	1.380	1.380	Agreement G:		
Wrapping-machine operators .....	1.295	1.295	Wrapping-machine operators .....	1.340	1.340	Working foremen .....	1.625	1.735
Sponge packers, relief girls, wrapping-machine feeders .....	1.075	1.075	Oven helpers .....	1.340	1.340	Mixers, ovenmen, benchmen, dividermen, fried-cake-machine operators .....	1.525	1.635
Breakers, box makers, bundlers, weight girls, sweet packers, box liners, box and label girls, box closers, stitchers, sweet goods bundler tapers .....	1.075	1.075	Foreladies .....	1.320	1.320	Bench helpers, checkers, flour dumpers, moldermen, oven loaders and dumpers, wrapping-machine operators .....	1.375	1.485
BUFFALO, N. Y.			Machine helpers .....	1.315	1.315	Pan greasers, bread racks, bread panners, wrapping-machine helpers .....	1.275	1.385
Bread and cake - Machine shops:			Pan greasers .....	1.275	1.275	Hand icers, checkers, packers, wrappers and cutters (women) .....	1.075	1.185
Agreement A (semimachine shops):			Pie-machine boys - after 6 months .....	1.205	1.205	Agreement H:		
Foremen .....	1.575	1.650	Cake decorators - after 6 months (women) .....	1.125	1.125	Foremen .....	1.730	1.730
Oven hands and mixers .....	1.525	1.600	Icers, packers, wrappers (women) .....	1.105	1.105	Dough mixers, ovenmen .....	1.670	1.670
Bench hands .....	1.470	1.540	Pie machine (women) ....	1.105	1.105	Benchmen .....	1.560	1.560
Checkers, wrapping-machine operators, helpers, and pan greasers .....	1.215	1.260	Agreement D:			Dividermen .....	1.480	1.480
Hand wrappers .....	1.185	1.260	Bread department:			Ingredient scalars .....	1.420	1.420
Agreement B:			Working foremen .....	1.628	1.738	Oven loaders and dumpers	1.360	1.360
Foremen .....	1.730	1.730	Mixers .....	1.515	1.625	Moldermen .....	1.330	1.330
Oven hands and mixers .....	1.670	1.670	Ovenmen .....	1.490	1.600	Pan greasers, flour dumpers .....	1.300	1.300
Bench hands .....	1.560	1.560	Assemblymen .....	1.465	1.575	Bread racks, wrapping-machine operators .....	1.270	1.270
Scalers and machine operators .....	1.480	1.480	Dividermen, bench hands	1.445	1.555	Hand icers (women) .....	1.070	1.070
Ingredientmen .....	1.420	1.420	Mixers' helpers .....	1.365	1.475	Agreement I:		
Packers and checkers .....	1.370	1.370	Assembly helpers .....	1.340	1.450	Working foremen .....	1.760	1.870
Oven dumpers .....	1.360	1.360	Checkers .....	1.335	1.445	Oven operators, doughnut-machine operators, potato chip operators, mixers .....	1.560	1.670
Molders (women) .....	1.330	1.330	Machine and moldermen ..	1.415	1.425	Benchmen, divider depositors .....	1.510	1.620
Helpers and pan greasers, flour dumpers (women) ....	1.300	1.300	Oven feeders and dumpers	1.340	1.350	Ingredient scalars, wrapping-machine operators, molder operators, mixers' helpers, head selectors, filling cookers, floorladies .....	1.460	1.570
Machine operators, bread and pan stackers .....	1.350	1.350	Packers .....	1.305	1.415	Selectors, oven feeders and dumpers, stock handlers, muffin grinders, open-kettle fryers .....	1.410	1.520
Icers and wrappers (women) .....	1.130	1.130	Coolermen .....	1.300	1.410	Production workers .....	1.360	1.470
Agreement C:			Pan greasers, machine hand helpers .....	1.275	1.385	Oliver-wrapper operators, roll- and sweet yeast-machine operators .....	1.195	1.305
Bread department:			Bench helpers, wrapping-machine operators .....	1.325	1.335	Icers and decorators, cake-pan washers and greasers, sweet yeast make-up panners, chip bagging-machine operators, chip fryers, order packers, doughnut tray packers, general helpers .....	1.160	1.270
Working foremen .....	1.628	1.628	Wrapping- and slicing-machine helpers, flour handlers .....	1.300	1.310			
Mixers .....	1.515	1.515	Cake department:					
Traveling-oven men, assemblymen .....	1.490	1.490	Foremen .....	1.628	1.738			
Dividermen, bench hands	1.445	1.445	Mixers .....	1.515	1.625			
Machine and moldermen ..	1.415	1.415	Ovenmen .....	1.490	1.600			
Doughnut-machine operator .....	1.380	1.380	Depositors .....	1.435	1.545			
Oven feeders and dumpers, wrapping-machine operators .....	1.340	1.340	Ingredient scalars .....	1.425	1.535			
Checkers .....	1.335	1.335	Foreladies .....	1.320	1.430			
Bench helpers .....	1.325	1.325	Machine helpers .....	1.305	1.415			
Wrapping- and slicing-machine helper, flour handlers, packers .....	1.300	1.300	Pan greasers .....	1.295	1.405			
Coolermen .....	1.300	1.300	General helpers .....	1.275	1.385			
Pan greasers, machine hand helpers .....	1.275	1.275	Icing-machine operators (women) .....	1.140	1.250			
			Icers, packers, wrappers (women) .....	1.105	1.215			
			Roller department:					
			Mixers .....	1.455	1.565			
			Jam cookers .....	1.370	1.480			
			Mixers' helpers .....	1.305	1.415			
			General machine helpers	1.275	1.385			
			Foreladies .....	1.320	1.330			
			Wrappers, rollers, boxers (women) .....	1.105	1.215			
			Agreement E:					
			Mixers, ovenmen .....	1.535	1.645			
			Cake decorators .....	1.515	1.625			
			Assemblymen, fried-cake-machine operators .....	1.465	1.575			
			Bench hands, dividermen ..	1.445	1.555			
			Moldermen, peelmen .....	1.415	1.525			
			Doughnut fryers, icing-machine operators, mixers' helpers, packers ...	1.365	1.475			
			Wrapping-machine operators .....	1.345	1.455			



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BUFFALO, N. Y. - Continued			BUFFALO, N. Y. - Continued			BUTTE, MONT.		
Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued			Bread and cake - Hand shops:		
Agreement J:	\$	\$	Agreement A: - Continued			Foremen, mixers .....	4/1.673	4/1.840
Working foremen .....	1.628	1.628	Baking department: - Continued			Ovenmen .....	4/1.628	4/1.791
Mixers .....	1.515	1.515	Bakers, (traveling and reel oven) .....	\$ 1.360	\$ 1.495	Benchmen .....	4/1.537	4/1.691
Ovenmen .....	1.490	1.490	Rollermen .....	1.300	1.430	Wrappers, hand (women) .....	4/ .830	4/ .913
Assemblymen .....	1.465	1.465	Graham oven feeders ....	1.290	1.420	Bread and cake - Machine shops:		
Dividemen, benchmen ....	1.445	1.445	Sponge rollermen .....	1.360	1.405	Foremen, dough mixers .....	5/1.748	5/1.923
Machine and moldermen ....	1.415	1.415	Tenant-machine operators	1.240	1.395	Roll-machine operators, machinemen .....	5/1.748	5/1.923
Mixers' helpers .....	1.365	1.365	Floormen (class A) .....	1.360	1.395	Ovenmen .....	5/1.700	5/1.870
Oven feeders and dumpers, assembly helpers .....	1.340	1.340	Floormen (class B), pan feeders and greasers ..	1.240	1.365	Bench hands .....	5/1.605	5/1.766
Checkers .....	1.335	1.335	Spray-machine operators, and inspectors, oven feeders and takers-out, dough feeders, pan cleaners, and feeders .....	1.210	1.365	Wrapping-machine operators, wrappers (men) .....	4/1.182	4/1.301
Bench helpers, wrapping-machine operators, flour sifters and blenders ....	1.325	1.325	Forming-machine operators .....	1.090	1.090	Wrappers (women) .....	4/ .830	4/ .913
Wrapping and slicer helpers, flour handlers, packers, icers, roll slicers, coolermen .....	1.300	1.300	Icing department:			CHARLESTON, S. C.		
Pan greasers, machine helpers .....	1.275	1.275	Head mixers .....	1.545	1.665	Bread and cake - Machine shops:		
Agreement K:			Machine captains .....	1.460	1.665	Bread:		
Working foremen .....	1.628	1.628	Machine set-up men, machinemen, jelly and marshmallow men .....	1.330	1.495	Mixers .....	1.050	1.110
Mixers .....	1.515	1.515	Icers (women), other helpers (women) .....	1.070	1.175	Ovenmen .....	1.050	1.110
Ovenmen .....	1.490	1.490	Machine operators (women) .....	1.090	1.090	Dividemen, moldermen, stockmen, and utility men .....	.900	.960
Assemblymen .....	1.465	1.465	Packing department:			Oven loaders, dumpers ....	.850	.910
Dividemen, benchmen ....	1.445	1.445	Working supervisors (women) .....	1.190	1.310	Helpers .....	.750	.810
Machine and moldermen ....	1.415	1.415	Sponge packers .....	1.110	1.220	Cake:		
Doughnut-machine operators .....	1.380	1.380	Hand bundlers, filling-machine operators .....	1.090	1.200	Working foremen, mixers .....	1.150	1.210
Mixers' helpers .....	1.365	1.365	Sweet packers .....	1.080	1.190	Mixers, ovenmen .....	1.050	1.110
Oven feeders and dumpers .....	1.340	1.340	Carton formers (machine), sealers and weighers ..	1.070	1.175	Ingredient scalers .....	.950	1.010
Checkers .....	1.335	1.335	Agreement B:			Scalers, doughnut-machine operators, and wrappers .....	.900	.960
Bench helpers, wrapping-machine operators .....	1.325	1.325	Mixing department:			Icers, packers, and helpers .....	.750	.810
Foreladies .....	1.320	1.320	Head mixers .....	1.530	1.565	Bread and cake:		
Wrapping and slicer helpers, flour handlers, packers .....	1.300	1.300	Sponge mixers .....	1.400	1.480	Shippers .....	.950	1.010
Pan greasers, machine helpers .....	1.275	1.275	Sweet mixers .....	1.370	1.445	Wrappers .....	.900	.960
Packers, wrappers (women) .....	1.105	1.105	Flour dumpers .....	1.250	1.315	Checkers .....	.850	.910
Pie and pastry shops:			Baking department:			Helpers .....	.750	.810
Agreement A:			Machine captains .....	1.470	1.550	CHARLESTON, W. VA.		
Mixers .....	1.305	1.515	Cuttermen .....	1.380	1.455	Bread and cake - Machine shops:		
Icing mixers .....	1.155	1.515	Sponge rollermen .....	1.330	1.445	Agreement A:		
Ovenmen .....	1.305	1.495	Pan feeders and greasers, general helpers ..	1.250	1.315	Bread:		
Ingredient scalers .....	1.155	1.490	Icing and cello-bag department:			Mixers No. 1 .....	2/1.500	2/1.580
Cookies .....	1.305	1.380	Head mixers .....	1.380	1.480	Wrapping-machine operators .....	2/1.410	2/1.490
Shop helpers .....	1.155	1.325	Machine set-up men ....	1.330	1.420	Mixers No. 2, dividers, shipping clerks .....	2/1.350	2/1.430
Agreement B:			Paper cutters, icing mixers' helpers .....	1.330	1.370	Proof-box operators ....	2/1.300	2/1.380
Scaling-machine operators, machine operators ..	1.270	1.270	General helpers .....	1.250	1.315	Bakers' helpers, first class .....	2/1.250	2/1.330
Packers, checkers .....	1.135	1.135	Forming-machine operators, carton formers, (women) .....	1.110	1.150	Molders .....	2/1.150	2/1.230
Floorladies .....	1.105	1.105	Sealers, weighers (women) .....	1.060	1.110	Bakers' helpers, second class .....	2/1.100	2/1.180
Packers and wrappers (women) .....	1.025	1.025	Packing department:			Dividers (women) .....	2/1.350	2/1.430
Hebrew and Polish baking:			General helpers .....	1.250	1.315	Agreement B:		
First hands, ovenmen, mixers .....	1.750	1.760	Sponge packers .....	1.150	1.208	Bread:		
Second hands, bench hands ..	1.550	1.650	Hand bundlers, and carton formers (machine table), sweet packers, carton formers (hand), "Q" formers, cover stitchers, repack girls, breakage girls .....	1.100	1.150	Dough mixers, sponge setters .....	2/1.470	2/1.510
Crackers and cookies:						Wrapping-machine operators .....	2/1.470	2/1.510
Agreement A:						Dividemen, moldermen ..	2/1.300	2/1.340
Mixing department:						Ovenmen, shipping and receiving clerks .....	2/1.290	2/1.330
Head mixers .....	1.545	1.700				Pan greasers, feeders, dough panners .....	2/1.150	2/1.190
Sponge mixers .....	1.460	1.605				Bread rackers .....	2/1.120	2/1.160
Flour dumpers .....	1.330	1.495				Bakers' helpers .....	2/1.050	2/1.090
Mixers' helpers .....	1.360	1.495						
Baking department:								
Machine captains .....	1.460	1.605						
Oven firemen .....	1.360	1.530						
Cuttermen .....	1.340	1.505						

2/ 48-hour workweek.

4/ 44-hour workweek.

5/ 42-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
CHARLOTTE, N. C.			CHATTANOOGA, TENN. - Continued			CHICAGO, ILL.— Continued		
Bread and cake—Machine shops:			Bread and cake—Machine shops:			Bread and cake—Hand shops: - Continued		
Agreement A:			Agreement A:			Retail - Bread and cake: - Continued		
Bread:			Bread:			Agreement B:		
Foremen .....	1.320	1.320	Dough mixers .....	1.110	1.110	First hands, spongers, ovenmen .....	5/1.650	5/1.750
Mixers, head ovenmen .....	1.160	1.160	Ovenmen .....	1.050	1.050	Second hands .....	5/1.600	5/1.700
Machinemen (rounders, molders, and roll dividers) .....	1.080	1.080	Benchmen .....	1.030	1.030	Third hands:		
Ovenmen, wrapping-machine operators, hand wrappers, and machine helpers .....	1.050	1.050	Twisters, bench helpers, machine helpers, and wrapping-machine operators .....	.970	.970	First 6 months .....	5/.950	5/1.050
Helpers:			Wrapping-machine helpers, helpers .....	.920	.920	7 to 24 months .....	5/1.140	5/1.240
1st 3 months .....	.830	.830	Cake:			25 to 36 months .....	5/1.440	5/1.540
After 3 months .....	.880	.880	Mixers .....	1.100	1.100	Wholesale - Bread:		
Cake:			Machine operators .....	.910	.910	First hands, mixers, ovenmen, spongers .....	1.575	1.675
Foremen .....	1.320	1.320	Hand icers .....	.800	.800	Second hands, bench or machine hands, molders or dividers, ingredientmen .....	1.525	1.625
Mixers, ovenmen .....	1.160	1.160	Checkers, wrappers, packers, and cutters ..	.780	.780	Bread and cake—Machine shops:		
Machinemen, depositors, and ingredient scalers .....	1.050	1.050	Agreement B:			Agreement A:		
Oven loaders and unloaders .....	.940	.940	Foremen .....	1.690	1.690	Foremen .....	1.670	1.770
Foreladies .....	.990	.990	Mixers, ovenmen .....	1.430	1.430	Oven operators, mixers, doughnut operators, leader decorators .....	1.560	1.660
Helpers:			Head benchmen, divider operators .....	1.350	1.350	Bench hands, ingredient scalers, divider and depositor operators, cooky-machine operators, oven feeders and dumpers, floormen .....	1.510	1.610
1st 3 months .....	.830	.830	Shipping clerks .....	1.320	1.320	Molder operators, wrapping machine set-up men, dough dumpers, assistant leader decorators .....	1.410	1.510
After 3 months .....	.880	.880	Benchmen, machinemen, assistant mixers, dumpers, and wrapping-machine operators .....	1.280	1.280	Grease-machine operators, pan washing-machine operators, rack washing-machine operators, experienced bake-shop helpers, stackmen .....	1.300	1.400
Icers, wrappers, and box makers:			Set-up men, wrapping-machine tailors .....	1.140	1.140	General bakery helpers ...	1.190	1.290
1st 2 months .....	.770	.770	Doughnut-machine operators .....	1.100	1.100	Inspectors, floor-ladies, skilled cake decorators .....	1.180	1.280
Next 2 months .....	.830	.830	Bread twisters .....	1.080	1.080	Bread and dough pan-ners, doughnut tray packers, hand-icers, make-up girls .....	1.110	1.210
After 4 months .....	.880	.880	Helpers:			Wrapping-machine feeders, oliver wrapper operators, order fillers and selectors, cake cutting-machine operators, cooler girls .....	1.060	1.160
Cake wrapping-machine operators, experienced icers .....	.940	.940	1st 3 months .....	.890	.890	Unskilled general bakery helpers, (women) .....	.990	1.090
Pan washers and greasers .....	.910	.910	4 to 6 months .....	.920	.920	Agreement B:		
Shipping:			Over 6 months .....	1.010	1.010	Bread department:		
Shipping clerks .....	1.160	1.160	Agreement C:			Group leaders .....	1.665	1.765
Checkers .....	.940	.940	Foremen .....	1.150	1.150	Mixers, ingredient scalers, ovenmen .....	1.560	1.660
Agreement B:			Mixers .....	.990	.990	Divider operators, soft-mill scaling machine operators .....	1.510	1.610
Ovenmen, mixers, and doughnut-machine operators .....	1.270	1.350	Ovenmen .....	.940	.940	Moldermen, oven dumpers and feeders benchmen, dough dumpers .....	1.460	1.560
Dividers, roll-machine operators, depositors, and bread wrapping-machine operators .....	1.220	1.300	Foreladies .....	.895	.895	Helpers .....	1.300	1.400
Scalers, molder operators, stockmen, and mixers' helpers .....	1.170	1.250	Scalers, icing mixers ...	.880	.880	Inside bakery cleaners .	1.190	1.290
Cake wrapping-machine operators .....	1.140	1.220	Cutting-machine operators, icers, wrappers, and wrapping-machine operators .....	.780	.780			
Oven loaders, dumpers, cake icing-machine operators .....	1.060	1.140	Helpers .....	.750	.750			
Production employees, cake icers, hand .....	.975	1.050	Pie and pastry—Machine shops:					
Helpers:			Foremen .....	1.150	1.150			
1st 90 days .....	.875	.950	Mixers, first cooks .....	.990	.990			
After 90 days .....	.925	1.000	Ovenmen .....	.940	.940			
Shipping:			Cookers .....	.840	.840			
Shipping and receiving clerks .....	1.120	1.200	Shipping clerks .....	.790	.790			
Selectors .....	1.060	1.140	Wrappers, boxers, crust-machine operators, pie fillers, and toppers .....	.780	.780			
CHATTANOOGA, TENN.			Pie glacers, helpers .....	.750	.750			
Bread and cake - Hand shops:			CHICAGO, ILL.					
Head bakers .....	2/1.146	2/1.281	Bread and cake - Hand shops:					
Second bakers .....	2/.938	2/1.042	Retail - Bread and cake:					
Helpers .....	2/.625	2/.833	Agreement A:					
			First hands .....	5/1.650	5/1.770			
			Second hands .....	5/1.600	5/1.720			
			Icers, after 1 year ...	5/1.245	5/1.345			
			General bake-shop helpers, after 1 year .....	5/1.175	5/1.260			
			Pan cleaners and greasers, after 6 months .....	5/1.055	5/1.140			

2/ 48-hour workweek.  
5/ 42-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
CHICAGO, ILL. - Continued			CHICAGO, ILL. - Continued			CHICAGO, ILL. - Continued		
Bread and cake - Machine shops: - Continued			Polish baking: - Continued			Crackers and cookies: - Continued		
Agreement B: - Continued			Wholesale shops:			Agreement C:		
Cake department:			Day work:			Sponge baking:		
Cake mixers, icing mixers, doughnut-machine mixers, ovenmen, ingredientmen, first scalars .....	\$1.520	\$1.620	Foremen, spongers .....	\$1.835	\$1.985	Machine captains .....	\$1.530	\$1.530
Bake-shop helpers, dumpers .....	1.260	1.360	Second hands .....	1.710	1.860	Rollermen, dough feeders, reliefmen ....	1.455	1.455
Inside bakery cleaners .....	1.150	1.250	Crackers and cookies:			Dough cutters .....	1.430	1.430
Helpers, women:			Agreement A:			Scrap boys .....	1.205	1.205
First month .....	.860	.960	Men employees:			Sweet baking:		
After 30 days .....	.910	1.010	First mixers .....	1.400	1.450	Machine captains .....	1.530	1.530
After 6 months .....	.960	1.060	Second mixers .....	1.150	1.200	Machine sheeters .....	1.380	1.380
After 1 year .....	1.010	1.110	Other men helpers:			Dough feeders .....	1.255	1.255
After 3 years .....	1.060	1.160	Start .....	.900	.950	Scrap boys .....	1.205	1.205
Agreement C:			1 to 3 months .....	.950	1.000	Mixing room:		
Cake mixers, ovenmen, ingredientmen, first scalars .....	(3/)	1.620	3 to 12 months .....	1.000	1.050	Mixers, sweet and sponge .....	1.450	1.450
Pan washers .....	(2/)	1.250	1 to 2 years .....	1.050	1.100	Raw material scalars ...	1.430	1.430
Dumpers, crumbers, greasers, inside bakery cleaners .....	(3/)	1.200	2 to 3 years .....	1.100	1.150	Helpers .....	1.330	1.330
Helpers, men:			Over 3 years .....	1.125	1.175	Flour dumpers .....	1.230	1.230
First month .....	(3/)	1.080	Women employees:			Ovenmen .....	1.380	1.380
After 30 days .....	(2/)	1.200	Start .....	.850	.900	Icing department:		
Helpers, women:			1 to 3 months .....	.900	.950	Machinemen, enrobers ...	1.330	1.330
First month .....	(3/)	.960	3 to 12 months .....	.950	1.000	Head mixers .....	1.230	1.230
After 30 days .....	(3/)	1.010	1 to 2 years .....	1.000	1.050	Stitchers .....	1.180	1.180
After 6 months .....	(3/)	1.060	2 to 3 years .....	1.050	1.100	Packers .....	1.090	1.090
After 1 year .....	(3/)	1.110	Over 3 years .....	1.100	1.150	Trolley dippers, pinners, tailors, packers	1.060	1.060
After 3 years .....	(2/)	1.160	Foreladies .....	1.150	1.200	Head sample girls .....	1.065	1.065
Doughnut shops:			Agreement B:			Stitchers (women), cellophane packers, sample helpers, stickers .....	1.020	1.020
Doughnut and chocolate enrobing-machine operators .....	1.410	1.500	Sponge-mixing department:			Packing department:		
Utilitymen .....	1.210	1.300	Mixers .....	1.420	1.510	Stacking-machine captains:		
Foremen (women) .....	1.050	1.180	Mixers' helpers .....	1.320	1.410	First 3 months .....	1.105	1.105
Packers (women):			Sponge-baking department:			Next 3 months .....	1.330	1.330
Start .....	.880	.960	Oven captains .....	1.550	1.640	After 6 months .....	1.430	1.430
After 6 months .....	.950	1.030	Peelers-in .....	1.490	1.580	Wrapping-machine operators .....	1.280	1.280
After 1 year .....	1.000	1.080	Rollermen .....	1.460	1.550	Stitchers .....	1.180	1.180
Pie and pastry shops:			Draw boys .....	1.320	1.410	General helpers .....	1.130	1.130
Pie shops:			Stackers .....	1.270	1.360	Carton formers, bundlers, sponge packers ..	1.100	1.100
Ingredientmen, ovenmen, cooks, dough mixers ....	1.290	1.370	Sweet-mixing department:			Sweet packers .....	1.060	1.060
Dough breakers, fruit mixers, servicemen, helpers .....	1.060	1.140	Mixers .....	1.470	1.560	Women carton and caddy stitchers, scalars ....	1.020	1.020
Pie-machine operators, cream toppers, oven helpers, (women) .....	.970	1.020	Mixers' helpers .....	1.370	1.460	Stackers and feeders (women) .....	.990	.990
Wrappers, cream-pie fillers, fruit cleaners, plate washers, sorters, inspectors .....	.890	.940	Ovenmen's helpers .....	1.320	1.410	Receiving department:		
Hebrew baking:			Pan feeders and greasers .....	1.150	1.240	Flour unloaders .....	1.300	1.300
Foremen or first hands ....	5/2.023	5/2.167	Icing department:			Order fillers and stockmen .....	1.260	1.260
Second hands .....	5/1.952	5/2.095	Mixers .....	1.420	1.510	Receiving clerks .....	1.255	1.255
Bohemian baking - Bread:			Mixers' helpers, enrober operators .....	1.320	1.410	Paper cutters and sugar grinders .....	1.205	1.205
Small shops - Hand:			Packers, machine feeders	1.020	1.090	Shipping department:		
First hands .....	5/1.715	5/1.815	Packing and wrapping department:			Head shipping clerks ...	1.480	1.480
Second hands .....	5/1.645	5/1.745	Machinemen .....	1.320	1.410	Men-in-charge, whole-sale department .....	1.330	1.330
Large shops - Machine:			Fiber-case scalars, bag-machine operators, automatic forming-machine operators .....	1.220	1.310	Order fillers .....	1.230	1.230
First hands .....	1.850	1.950	Fiber-case stitchers ...	1.170	1.260	Stockmen .....	1.180	1.180
Second hands .....	1.775	1.875	tapers, (women) .....	1.120	1.190	Agreement D:		
Polish baking:			Sponge packers, under 16 oz. carton, bundlers .....	1.120	1.190	Sweet-mixing department:		
Retail shops:			Sweet packers, pans ...	1.120	1.190	Mixers .....	1.435	1.490
Day work:			Sponge packers, 16 oz. carton and over; sweet packers, cartons; carton formers (women); bag fillers; conveyors	1.070	1.140	Helpers .....	1.340	1.395
Foremen, spongers .....	2/1.729	2/1.879	Sweet packers, caddies, machine feeders, bag stitchers .....	1.020	1.090	Sweet-baking department:		
Second hands .....	2/1.604	2/1.754	Packers, cases; bag fillers; dump pack ....	.970	1.040	Machinemen .....	1.485	1.540

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

5/ 42-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
CHICAGO, ILL. - Continued			CINCINNATI, OHIO - Continued			CLEVELAND, OHIO - Continued		
Crackers and cookies: - Continued			Crackers and cookies:			Bread and cake - Machine shops: - Continued		
Agreement D: - Continued			Head mixers, cutting-machine operators .....	\$1.515	\$1.580	Mixers' helpers, oven feeders, helpers and dumpers, wrapping and slicer adjusters .....	\$1.380	\$1.380
Icing department:			Reel-oven operators .....	1.465	1.520	Bake-shop helpers, shipping-room helpers, bread wrappers and slicers .....	1.280	1.280
Assistant foremen .....	\$1.500	\$1.555	Machine set-up captains, peelers .....	1.435	1.490	Pie-machine operators (women) .....	1.080	1.080
Machinemen .....	1.350	1.540	Upright and brake roller-men, mixers (baking and icing), band ovenmen .....	1.415	1.470	Hand icers (women) .....	1.060	1.060
Mixers .....	1.300	1.355	Assistant cutting-machine operators, marshmallow depositor operators, receiving clerks, truck shipping clerks, assistant reel-oven operators, inspectors, checker captains ....	1.375	1.430	Women employees .....	1.010	1.010
Packers, utility girls ..	1.030	1.085	Assistant mixers, order checkers, spray-machine operators, auto-brake operators .....	1.310	1.350	Pie and pastry shops:		
Cello baggers and makers .....	.960	1.015	Small power truck operators, repairmen, marshmallow beaters, order fillers, flour dumpers, warehouse storekeepers .....	1.270	1.310	Dough mixers, ovenmen .....	1.550	1.550
Machine feeders .....	.950	1.005	Sirup mixers, enrober helpers, grinding mill operators, slotting-machine operators, order chasers, car packers, cheese and fig grinders, spray-machine cleaners, shortening weighers .....	1.230	1.270	Bake-shop helpers .....	1.280	1.280
Sweet-packing department:			Women employees:			Wrapper girls .....	1.010	1.010
Floor boys .....	1.075	1.130	Inspectors, box tapers, oven tenders, packers, ingredient weighers, machine operators (class A) .....	1.100	1.130	Hebrew baking:		
Weighers .....	1.005	1.060	Machine operators (class B), breakers, (stackers) variable scalars, dump fillers, bundlers, magazine feeders, machine stock clerks, nesting makers ..	1.050	1.080	Ovenmen and dough mixers ...	1/1.820	1/1.910
Packers .....	1.030	1.085	Carton weighers, general helpers, supply girls, carton handlers and assemblers, machine helpers and machine operators (class C), scrap pickers .....	1.000	1.030	Bench workers .....	1/1.710	1/1.800
Cello baggers .....	.960	1.015				Helpers .....	1/1.290	1/1.378
Floor girls .....	.795	.865				Cake icers and miscellaneous helpers, women:		
Carton and caddy forming:						First 6 months .....	(3/)	1/ .867
Women employees .....	.970	1.025				After 6 months .....	(3/)	1/ .978
Agreement E:						Crackers and cookies:		
Mixing and baking department:						Mixers, ovenmen, peelers, cracker ovenmen, machine-men .....	1.500	1.500
Mixing supervisors .....	1.560	1.716				Rollers .....	1.430	1.430
Baking supervisors .....	1.560	1.716				Cake-oven helpers, mixers' helpers .....	1.330	1.330
Machine captains .....	1.540	1.694				Bake-shop helpers .....	1.300	1.300
Peelers, mixers .....	1.480	1.628				All other helpers (women) .....	1.000	1.000
Working supervisors, drawmen .....	1.460	1.606						
Rollermen, cutter-men, reliefmen .....	1.450	1.595						
Bakers .....	1.380	1.518						
Pan dumpers .....	1.360	1.496						
Oven firemen, flour dumpers .....	1.350	1.485						
Ovenmen .....	1.320	1.452						
Battermen .....	1.275	1.403						
Pan cleaners and feeders .....	1.270	1.397						
Machine set-up men, dough feeders .....	1.240	1.364						
Wrapping and packing department, women:								
Tally clerks .....	1.160	1.276						
Sponge packers .....	1.100	1.210						
Sweet packers, carton formers, weighers, scalars, hand bundlers, machine operators .....	1.080	1.188						
Icing department:								
Head mixers .....	1.560	1.716						
Enrobermen .....	1.400	1.540						
Stackers .....	1.370	1.507						
Icing mixers .....	1.340	1.474						
Helpers .....	1.320	1.452						
Jelly and marsh-mallowmen .....	1.290	1.419						
Scrappers .....	1.180	1.298						
Cleaners .....	1.170	1.287						
Spreaders .....	1.080	1.188						
General bakery workers:								
Ritz forming-machine operators .....	1.260	1.386						
Floormen .....	1.190	1.309						
Working supervisors (women) .....	1.160	1.276						
Women helpers .....	1.080	1.188						
General help (women) ....	1.060	1.166						
CINCINNATI, OHIO			CLEVELAND, OHIO			COLUMBUS, OHIO		
Bread and cake - Machine shops:			Bread and cake - Hand shops:			Bread and cake - Machine shops:		
Foremen or first bakers ....	1.665	1.710	Agreement A:			Agreement A:		
Ovenmen, mixers .....	1.578	1.628	First hands .....	2/1.668	2/1.687	Mixers, ovenmen .....	1.500	1.530
Bench hands .....	1.510	1.565	Second hands .....	2/1.603	2/1.625	Oven feeders and dumpers .....	1.400	1.430
			Male bake-shop helpers and shipping clerks ....	2/1.229	2/1.250	Bench and machine operators, checkers, wrapping-machine operators (set-up) .....	1.370	1.400
			Women, all classes .....	1/ .933	1/ .956	Bake-shop helpers, bread rackers, packers, flour blenders .....	1.250	1.280
			Agreement B:			Women rackers, packers (buns) .....	1.250	1.280
			Ovenmen .....	2/1.668	2/1.687			
			Mixers .....	2/1.668	2/1.687	Agreement B:		
			Benchmen .....	2/1.603	2/1.625	Bread department:		
			Bake-shop helpers .....	2/1.229	2/1.250	Mixers, oven operators .....	1.500	1.500
						Mixers' helpers, oven loaders and unloaders, dividermen and molder operators .....	1.370	1.370
						Pan rack washers .....	1.200	1.200
						Roll department:		
						Mixers, oven operators ..	1.500	1.500
						Machinemen and ingredient scalars, wrapping-machine operators .....	1.370	1.370
						Branch loaders and shippers .....	1.300	1.300
						Roll panners, wrapping-machine helpers .....	1.250	1.250
						Hand icers and wrappers (women) .....	1.080	1.080

1/ 45-hour workweek.

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
COLUMBUS, OHIO - Continued			COLUMBUS, OHIO - Continued			DALLAS, TEX. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement F: - Continued			Agreement E: - Continued			Agreement B: - Continued		
Cake department:			Flour dumpers, bench and machine helpers,			Bread: - Continued		
Mixers, ovenmen	\$	\$	wrapping-machine helpers, truck loaders and helpers, pan greasers, bread rackers	\$	\$	Pan greasers, rackers, slicing-wrapping machine feeders, take-off men (other than operators), and helpers:		
decorators	1.500	1.500		1.250	1.280	1st 3 months	1/0.995	1/1.040
Machinemen, depositors	1.370	1.370	Pie and pastry shops:			2d 3 months	1/1.045	1/1.090
Cooky-machine operators	1.250	1.250	Pie cookers and pie mixers, ingredient scalars, and scoopers	1.370	1.370	After 6 months	1/1.095	1/1.140
Machine helpers	1.200	1.200	Ovenmen	1.250	1.250	Cake:		
Pan washers and greasers	1.150	1.150	Rollers, fillers, toppers and trimmers	1.080	1.080	Foremen	1/1.655	1/1.700
Hand icers and wrappers (women)	1.080	1.080	Crackers and cookers:			Mixers	1/1.545	1/1.590
Shipping department:			Head mixers	1.400	1.400	Ovenmen	1/1.495	1/1.540
Wrapping-machine operators	1.370	1.370	Ovenmen, pan pullers	1.375	1.375	Machine operators, bench hands, and ingredient scalars	1/1.385	1/1.430
Wrapping-machine helpers, packers and shippers	1.250	1.250	Dough machine set-up operators	1.320	1.320	Floorladies:		
Order fillers	1.150	1.150	Receiving clerks, machine feeders, bandoven tenders	1.270	1.270	1st 6 months	1/1.175	1/1.220
Warehouse department:			Dough break roll feeders, mixers' helpers	1.210	1.210	After 6 months	1/1.265	1/1.310
Stock room and receiving clerks	1.260	1.260	Ingredient scalars, stockmen	1.150	1.150	Wrapping-machine operators	1/1.055	1/1.100
Freight handlers and flour dumpers	1.210	1.210	Feeders, greasers, cleaners, helpers (men):			Helpers:		
Agreement C:			After 30 days	1.080	1.080	1st 3 months	1/.995	1/1.040
Mixers, ovenmen	1.500	1.530	Full and catch pans, helpers, 1st 30 days	1.010	1.010	2d 3 months	1/1.045	1/1.090
Oven helpers, feeders and dumpers	1.400	1.430	Scrap pickers, packers, tray and carton sealers, box formers, machine tenders, wrappers	.950	.950	After 6 months	1/1.095	1/1.140
Dividers, molders, mixers' helpers	1.370	1.400	Stitchers, packers, magazine feeders, carton strippers	.920	.920	Icers and wrappers:		
Molders' helpers, pan greasers, bread rackers, flour blenders, wrapping-machine helpers	1.250	1.280	Women helpers, 1st 30 days	.870	.870	1st 6 months	1/.825	1/.870
Agreement D:			DALLAS, TEX.			2d 6 months	1/.875	1/.920
Mixers	1.400	1.400	Bread and cake - Machine shops:			After 1 year	1/.985	1/1.030
Oven operators	1.375	1.375				Agreement C:		
Dividers, tray-oven feeders and dumpers, doughnut-machine operators, icing mixers	1.320	1.320	Agreement A:			Working foremen	1/1.640	1/1.670
Bench hands, oven feeders and dumpers, ship-pers, molders, depositors	1.270	1.270	Working foremen	1.595	1.640	Mixers	1/1.530	1/1.560
Order workers	1.210	1.210	Mixers	1.485	1.530	Ovenmen	1/1.510	1/1.540
Helpers, panners, pan setters, pan greasers, blenders, packers	1.150	1.150	Ovenmen	1.465	1.510	Machine operators, panners, twisters, ingredient scalars, stock clerks, shipping clerks, checkers, and slicing-wrapping machine operators	1/1.420	1/1.450
Agreement E:			Machine operators, panners, twisters, ingredient scalars, stock clerks, shipping clerks, checkers, and slicing-wrapping machine operators	1.375	1.420	Floorladies	1/1.180	1/1.210
Dough mixers, ovenmen	1.500	1.530	Foreladies	1.135	1.180	Pan greasers, cake dumpers, rackers, packers, helpers, and cake-wrapping machine operators, female	1/1.100	1/1.130
Oven loaders and dumpers	1.400	1.430	Pan greasers, cake dumpers, rackers, packers helpers and cake wrapping-machine operators (female)	1.055	1.100	Icers and wrappers:		
Dividers, molders, wrapping-machine operators, bread panners, shipping and receiving clerks, checkers	1.370	1.400	Icers and wrappers:			1st 6 months	1/.850	1/.880
Dough mixers' helpers	1.370	1.400	1st 6 months	.805	.850	2d 6 months	1/.910	1/.940
Bread rackers, pan greasers, flour dumpers, bench and machine helpers, truck loaders and helpers	1.250	1.280	After 1 year	.985	1.030	After 1 year	1/1.030	1/1.060
Agreement F:			Agreement B:			Crackers and cookies:		
Working foremen	1.650	1.680	Bread:			Machine captains	1.280	1.370
Dough mixers, ovenmen	1.500	1.530	Working foremen	1/1.655	1/1.700	Mixers	1.255	1.345
Oven loaders and dumpers	1.400	1.430	Mixers	1/1.545	1/1.590	Ovenmen	1.190	1.260
Dough mixers' helpers, dividers, molders, roll-machine operators, bread panners, shipping and receiving clerks, checkers, wrapping-machine operators	1.370	1.400	Ovenmen	1/1.495	1/1.540	Machine set-up men, icing mixers (head)	1.100	1.175
			Dividers, molders, panners, twisters, pan dumpers, slicing-wrapping machine operators, bench hands and checkers	1/1.385	1/1.430	Machine operators, female	1.005	1.135
						Jelly and marsh-mallowmen	1.050	1.120
						Pan cleaners	.890	1.020
						Pan feeders	.890	.970
						Pan dumpers	.915	.965
						Tally clerks, female	.910	.960
						Floormen	.860	.910
						Scalars, weighers	.765	.835
						Enrobers	.740	.800
						Sweet packers, female	.755	.785

1/ 45-hour workweek.



TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
DAYTON, OHIO			DAYTON, OHIO - Continued			DENVER, COLO. - Continued		
Bread and cake -			Crackers and cookies: -			Crackers and cookies: -		
Seminachine shops:			Continued			Continued		
Mixers, ovenmen .....	\$1.525	\$1.555	Agreement B: - Continued			Agreement B: - Continued		
Oven feeders and dumpers,			Icing mixers .....	\$1.270	\$1.350	Icing room:		
molders, dividers, bench-			Preparation men .....	1.250	1.320	Machinemen; jelly,		
men, wrapping-machine			Stockmen .....	1.240	1.310	cream and icing		
set-up men, panners .....	1.475	1.505	Utensil working-			mixers .....	\$1.280	\$1.330
Doughnut-machine operators ..	1.435	1.465	machine operators,			Jelly, cream and		
Mixers' helpers .....	1.425	1.455	carton loaders .....	1.230	1.300	icing mixers' helpers ..	1.130	1.180
Wrapping-machine helpers,			Paper cutters .....	1.290	1.295	Packing department:		
other helpers, packers ....	1.310	1.340	Assortment stockmen .....	1.210	1.280	Wrapping and labeling		
Icers, wrappers,			Grinders, dough feeders,			machinemen .....	1.350	1.400
packers (women) .....	1.140	1.170	spray machinemen, sack			Wrapping- and labeling-		
Bread and cake - Machine shops:			cleaners .....	1.205	1.270	machine helpers .....	1.180	1.230
Mixers, ovenmen .....	1.525	1.555	Floormen .....	1.180	1.230	General helpers (women):		
Benchmen, machinemen, head			Women on base rate .....	.940	.940	First month .....	.820	.870
wrappers, head shippers,						Next 2 months .....	.860	.910
molders, panners, oven						Second 3 months .....	.900	.950
feeders and dumpers, set-						Third 3 months .....	.940	.990
up men, dividers .....	1.475	1.505				Thereafter .....	.910	1.030
Doughnut-machine operators ..	1.435	1.465	DENVER, COLO.			General helpers (men):		
Mixers' helpers .....	1.425	1.455	Bread and cake - Hand shops:			First month .....	.950	.980
Flour blenders .....	1.405	1.435	Foremen .....	2/1.540	2/1.620	Next 2 months .....	.980	1.030
Pan greasers .....	1.360	1.390	Dough mixers, ovenmen .....	2/1.450	2/1.530	Second 3 months .....	1.020	1.070
Wrappers and packers,			Bench hands .....	2/1.400	2/1.480	Third 3 months .....	1.060	1.110
bread rackers, wrap-			Bread and cake - Machine shops:			Thereafter .....	1.110	1.160
ping-machine helpers,			Foremen .....	1.540	1.620			
other helpers .....	1.310	1.340	Dough mixers, spongers,					
Icers, wrappers, and			ovenmen .....	1.450	1.530			
packers (women) .....	1.140	1.170	Bench hands, machine					
Crackers and cookies:			operators .....	1.400	1.480			
Agreement A:			Hebrew baking -					
Machine captains .....	1.260	1.300	Cake and pastry:					
Mixers:			Foremen .....	1.540	1.620			
First 2 weeks .....	1.100	1.100	Dough mixers, spongers,					
3 - 4 weeks .....	1.150	1.150	ovenmen .....	1.450	1.530			
After 1 month .....	1.240	1.275	Bench hands, machine					
Packers and wrappers:			operators .....	1.400	1.480			
First 2 weeks .....	.830	.830	Crackers and cookies:					
3 - 4 weeks .....	.880	.880	Agreement A:					
After 1 month .....	.970	1.010	Machine captains .....	1.385	1.525			
Handlers, shippers:			Head sponge and					
First 2 weeks .....	1.050	1.050	sweet mixers .....	1.335	1.470			
3 - 4 weeks .....	1.100	1.100	Bakers .....	1.305	1.435			
After 1 month .....	1.190	1.220	Peelers .....	1.335	1.470			
Agreement B:			Mixers, roller men,					
Head mixers,			drawmen .....	1.285	1.415			
after 12 months .....	1.515	1.615	Mixers' helpers .....	1.190	1.310			
Senior machinemen .....	1.490	1.590	Stackers .....	1.190	1.310			
Head machinemen (packing			General helpers					
and band-oven), mixers,			(men) .....	1.190	1.310			
band-oven operators and			Packing and icing					
machinemen, mixers,			departments:					
receiving clerks .....	1.465	1.565	Icing mixers .....	1.285	1.415			
Band-oven laminators,			Wrapping-machine					
after 6 months;			set-up men .....	1.235	1.360			
cello-bag machine			Floormen .....	1.140	1.255			
operators .....	1.415	1.505	Women employees:					
Ovenmen, reel .....	1.390	1.480	Working supervisors ..	1.030	1.195			
Car and truck checkers ...	1.385	1.480	Sponge packers .....	1.035	1.140			
Cuttermen .....	1.385	1.470	Bundlers, machine					
Receiving clerks'			operators, hand					
helpers, reliefmen,			bundlers, scalers,					
band-oven men, junior			and weighers .....	1.010	1.110			
machinemen, syrup mixers,								
stores stockmen .....	1.365	1.450						
Shredded wheat cooks ...	1.365	1.445						
Reel-ovenmen's helpers,								
car loaders and								
unloaders .....	1.340	1.420						
Pan feeders .....	1.315	1.395						
H.P.A. machinemen,								
assistant machinemen,								
packing and band-oven ...	1.310	1.390						
Truck loaders and								
order pickers .....	1.300	1.380						
Power truck operators ....	1.280	1.360						

2/ 48-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
DETROIT, MICH. - Continued			DETROIT, MICH. - Continued			DETROIT, MICH. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement A: - Continued			Agreement B: - Continued			Agreement C: - Continued		
Cake: - Continued			Bread divider operators:			Coffee cake department:		
Pan washers, all other help (men) .....	\$1.300	\$1.410	Starting rate .....	\$1.170	\$1.390	Benchmen:		
Icers, all other help (women) .....	1.140	1.240	After 2 months .....	1.310	1.530	Class A .....	\$1.470	\$1.760
Sweet yeast goods:			Bread oven loaders, after 3 months, cake depositor operators .....	1.310	1.530	Class B .....	(3/)	1.660
Dough mixers, bakers, proofers, bench leaders .....	1.560	1.680	Bread wrapping-machine operators:			Mixers' helpers .....	1.275	1.510
Benchmen, doughnut friers, doughnut glazers .....	1.510	1.630	Starting rate .....	1.170	1.380	Muffin girls .....	1.030	1.215
Flour blenders, ingredient scalars, icing mixers and cookers, depositors, and dividemen .....	1.460	1.580	After 2 months .....	1.310	1.520	Finishers, general utility, leaders (women) .....	1.050	1.230
Oven feeders, pan greasers .....	1.410	1.530	After 6 months .....	1.310	1.480	Fried cake department:		
Dough feeders, scalars ..	1.360	1.470	Stockmen .....	1.310	1.480	Fried cake makers and leaders .....	1.575	1.860
All other help (men) ...	1.300	1.410	Bread rackers (after 3 months) .....	1.210	1.470	Fried cake helpers ...	1.275	1.510
Panners, dumpers .....	1.210	1.310	Cake decorators:			Scaling and flour blending department:		
Packers, icers, all other help (women) ....	1.140	1.240	Starting rate .....	1.030	1.200	Oven #1, leaders .....	1.615	1.860
Pie:			After 3 months .....	1.190	1.360	Scalars, leaders .....	1.445	1.730
Working leaders, pie bakers, cooks #1 .....	1.560	1.680	After 6 months .....	1.290	1.460	Scalars, blenders .....	1.345	1.630
Pie dough mixers, icing or meringue mixers, ingredient scalars, raw material stockroom leaders .....	1.460	1.580	Pan pullers to washing-machine, washing-machine operators, baking utilitymen, shipping-room servicemen .....	1.290	1.460	General utility .....	1.345	1.380
Cooks #2, pie peelers ..	1.410	1.530	Machine operators (not otherwise specified), Habema machine operators .....	1.260	1.430	Panners (women) .....	.990	1.175
All other help (men) ...	1.300	1.410	Bread and roll mixers' helpers .....	1.260	1.470	Specialty department:		
All other help (women) .....	1.140	1.240	Bread panners (after 3 months) .....	1.240	1.470	Decorators .....	1.530	1.910
Wrapping:			Pan conditioners, general bakery workers, bakery helpers, oven helpers .....	1.210	1.380	General utility .....	1.180	1.380
Wrapping-machine set-up men .....	1.460	1.580	Decorators, finishing department .....	1.030	1.200	Decorator #1 (women) ..	1.125	1.360
Bread wrappers .....	1.320	1.430	Bread packers, shipping-room (women):			Decorator #2 (women) ..	1.060	1.250
Cake wrappers, bun wrappers, and packers ..	1.140	1.240	Starting rate .....	.770	1.010	Decorator #3 (women) ..	.990	1.175
Checkers .....	1.410	1.530	After 1 month .....	.830	1.060	Panners (women) .....	.990	1.175
Packers .....	1.360	1.470	After 3 months .....	.880	1.110	Cooky department:		
Receiving and stock-room men .....	1.310	1.420	After 6 months .....	.990	1.160	Mixers .....	1.515	1.810
Agreement B:			Order girls:			Depositors .....	1.345	1.630
Bread and roll mixers:			Starting rate .....	.770	1.010	Packing leaders (women) ..	1.090	1.275
Starting rate .....	1.310	1.540	After 6 months .....	.990	1.160	Packers (women) .....	.990	1.175
After 2 months .....	1.460	1.690	Finishing department (women) - general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:			General utility women ..	.990	1.130
Cake mixers, icing and filling cookers:			Starting rate .....	.770	1.010	Hebrew baking:		
Starting rate .....	1.290	1.520	After 1 month .....	.830	1.060	First hands-1 or 2 ovens, cake bakers .....	1/2.333	1/2.463
After 2 months .....	1.440	1.670	After 3 months .....	.880	1.110	Second hands .....	1/2.222	1/2.353
Doughnut fryers, after 3 months .....	1.440	1.670	After 6 months .....	.990	1.160	Helpers .....	1/1.667	1/1.760
Bakers-expert bench hands (after 2 months) .....	1.410	1.640	Agreement C:			Polish baking:		
Formula men experienced ..	1.400	1.570	Bread and roll department:			First hands (either handling 2-ovens or mixing dough) .....	1.825	1.900
Ovenmen:			Mixers .....	1.515	1.810	First hands-1-oven .....	1.775	1.850
Starting .....	1.290	1.460	Moldermen .....	1.345	1.630	Second hands-partial dough mixers .....	1.680	1.755
After 2 months .....	1.440	1.610	Bench helpers .....	1.275	1.510	Second hands-1-oven .....	1.605	1.680
Pie crust mixers:			General utility .....	1.345	1.380	Crackers and cookies:		
Starting rate .....	1.260	1.490	Panners (women) .....	.990	1.175	Agreement A:		
After 2 months .....	1.380	1.610	Cake department:			Mixers .....	1.490	1.640
Ingredient scalars .....	1.410	1.580	Mixers .....	1.515	1.810	Workers (women):		
Stockmen receivers .....	1.370	1.580	Icers .....	1.415	1.710	Starting rate .....	.990	1.100
Bakers all-round, benchmen:			Depositors .....	1.345	1.630	After 1 month .....	1.070	1.200
Starting rate .....	1.260	1.450	Depositors' helpers, icers' helpers .....	1.275	1.510	Agreement B:		
After 2 months .....	1.360	1.550	Icers (women) .....	1.005	1.210	Mixers:		
						Starting rate .....	1.390	1.540
						After 1 month .....	1.490	1.640
						Helpers (men):		
						Starting rate .....	1.140	1.280
						After 1 month .....	1.230	1.380
						Helpers (women):		
						Starting rate .....	.990	1.100
						After 1 month .....	1.070	1.200
						Agreement C:		
						Baking, mixing and assembly department:		
						Machine captains .....	1.540	1.694
						Bakers, sponge .....	1.460	1.606
						Assemblymen #1, sponge drawmen .....	1.410	1.551
						Flour dumpers .....	1.360	1.496
						Ritz mixers .....	1.430	1.573
						Pan feeders, mixers' helpers .....	1.310	1.441

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950



2/ 48-hour workweek.  
4/ 44-hour workweek.



TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
HOUSTON, TEX. - Continued			INDIANAPOLIS, IND. - Continued			INDIANAPOLIS, IND. - Continued		
Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Floormen .....	\$1.305	\$1.435	Agreement D:			Agreement G: - Continued		
Machine operators, female .....	1.205	1.325	Bread department:			Roll-machine operators, dividers, molders, oven feeders and dumpers, wrapping-machine operators, selectors, reliefmen .....	\$1.425	\$1.425
Packers, female .....	1.080	1.195	Scalers, oven operators, mixers .....	\$1.480	\$1.480	Pan greasers .....	1.375	1.375
Icing, female .....	1.065	1.170	Dividemen, ovenmen, molders, machinemen ...	1.430	1.430	Flour blenders .....	1.305	1.305
INDIANAPOLIS, IND.			Shipping-room and other helpers .....	1.230	1.230	Stock handlers, Oliver wrappers .....	1.255	1.255
Bread and cake - Machine shops: - Continued			Cake department:			Bread rackers and panners	1.205	1.205
Agreement A:			Ingredient scalers, mixers, icing mixers, depositormen, ovenmen, wrapping-machine operators .....	1.460	1.460	General helpers (women) .....	1.155	1.155
Bread department:			Depositors' helpers, dumpers .....	1.280	1.280	Agreement H:		
Oven leadmen .....	1.580	1.580	Shipping-room and other helpers .....	1.230	1.230	Bread department:		
Mixers .....	1.480	1.480	Women workers:			Dough mixers, ovenmen ..	1.480	1.480
Oven feeders and dumpers, dividemen, moldermen, bench and machine hands, roll-machine operators, head wrappers, slicers .....	1.430	1.430	Starting .....	1.020	1.020	Bench hands, dough mixers' helpers, oven loaders and dumpers, machine and bench hands, dividers, molders, roll-machine operators, wrapping-machine operators .....	1.430	1.430
Twisters .....	1.330	1.330	After 4 months .....	1.060	1.060	Oven helpers, bread panners .....	1.330	1.330
Bake-shop helpers, wrappers and sackers, packers, pan greasers, flour dumpers .....	1.230	1.230	After 8 months .....	1.100	1.100	Bread helpers, pan greasers and setters, bread rackers, wrapping-machine operators' helpers .....	1.230	1.230
Cleaners .....	1.130	1.130	1 year or more .....	1.140	1.140	Roll helpers .....	1.130	1.130
Cake department:			Agreement E:			Icers and wrappers .....	1.100	1.100
Bench hands, ovenmen, doughnut-machine operators, regular mixers ..	1.480	1.480	Bread department:			Cake department:		
Scaling-machine operators .....	1.430	1.430	Dough mixers, oven operators, bread-shipping supervisors .....	1.480	1.480	Mixers, oven operators .....	1.480	1.480
Dumpers, pan boys, helpers .....	1.230	1.230	Machine and bench hands, oven helpers, bread machine wrappers .....	1.430	1.430	Bench and machine hands .....	1.430	1.430
Wrappers and icers (women) .....	1.100	1.100	Bread checkers .....	1.380	1.380	Order fillers .....	1.230	1.230
Agreement B:			Order fillers, wrapping-machine helpers .....	1.230	1.230	General helpers, pan-room helpers, stock-room helpers .....	1.130	1.130
Bread only:			Stockroom helpers .....	1.180	1.180	Icers .....	1.100	1.100
Oven operators, dough mixers, make-up supervisors .....	1.480	1.480	Cleaners and pan-room helpers .....	1.130	1.130	Pie and pastry shops:		
Molders, dividers, roll-machine operators, machine and bench hands, oven helpers, wrapping-machine operators .....	1.430	1.430	Cake department:			Pie filling cookers, oven operators .....	1.430	1.430
Ingredientmen .....	1.400	1.400	Mixers, cake and icing ..	1.480	1.480	Ingredient scalers, machine operators .....	1.400	1.400
Bread checkers .....	1.380	1.380	Depositor operators, bench hands, scaling-machine operators, oven helpers .....	1.430	1.430	Rollers, fillers, trimmers, toppers .....	1.100	1.100
Bread and bun panners ..	1.330	1.330	Ingredient scalers .....	1.400	1.400	JACKSON, MISS.		
Bread rackers, pan greasers, bread carton fillers, order fillers, helpers, wrapping-machine operators' helpers .....	1.230	1.230	Checkers .....	1.380	1.380	Bread and cake - Machine shops:		
Flour dumpers, stock-room helpers .....	1.180	1.180	Foremen (women) .....	1.300	1.300	Bread:		
Cleaners, pan-room helpers, bun wrappers .....	1.130	1.130	Helpers .....	1.230	1.230	Foremen, mixers, head ovenmen .....	1.130	1.210
Agreement C:			Pan cleaners .....	1.130	1.130	Divider and roll-machine operators .....	1.070	1.150
Bread only:			Icers .....	1.100	1.100	Loaders and dumpers .....	1.040	1.120
Mixers, oven operators .....	1.480	1.480	Agreement F:			Molder operators .....	1.020	1.100
Bread-shipping supervisors, machine make-up supervisors .....	1.480	1.480	Bread only:			Panners .....	1.000	1.080
Wrapping-machine operators, machine and bench hands .....	1.430	1.430	Dough mixers, make-up operators .....	1.480	1.480	Roll ovenmen .....	.950	1.000
Ingredientmen .....	1.400	1.400	Operators .....			Pan greasers, bread rackers .....	.890	.900
Helpers .....	1.230	1.230	Machine bench hands, oven helpers, molders, dividers, roll-machine operators, wrapping-machine operators .....	1.430	1.430	Helpers, set-off men, and flour dumpers:		
Stockroom helpers .....	1.180	1.180	Bread checkers .....	1.380	1.380	1st 4 weeks .....	.790	.790
Cleaners and pan-room helpers .....	1.130	1.130	Panners .....	1.330	1.330	2d 4 weeks .....	.800	.800
			Wrapping-machine operators' helpers, bread rackers, pan greasers, carton fillers, order fillers .....	1.230	1.230	After 8 weeks .....	.860	.860
			Flour dumpers, stock-room helpers .....	1.180	1.180	Cake:		
			Bun wrappers cleaners and pan-room helpers, bun slicers .....	1.130	1.130	Foremen, head mixers .....	1.090	1.170
			Agreement G:			Mixers .....	1.030	1.110
			Oven operators, lead men ..	1.625	1.625	Ovenmen .....	.930	1.010
			Dough mixers, doughnut-machine operators .....	1.525	1.525	Depositor and greasing machine operators .....	.830	.910

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
JACKSON, MISS. - Continued			JACKSONVILLE, FLA. - Continued			KANSAS CITY, MO.		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops:		
Cake: - Continued			Agreement C:			Foremen .....	\$1.850	\$1.850
Icers, packers, wrappers, and helpers:			Bread:			Ovenmen, drawers, mixers, spongers .....	1.740	1.740
1st 4 weeks .....	\$0.790	\$0.790	Mixers .....	(3/)	\$1.200	Bench hands .....	1.650	1.650
4 weeks to 6 months ....	.800	.800	Head ovenmen .....	(3/)	1.150	Auxiliary foremen .....	1.390	1.390
After 6 months .....	.860	.860	Wrapping-machine operators (standard machine) .....	(3/)	1.100	Foremen (women) .....	1.310	1.310
Shipping:			Head machinemen, wrapping-machine operators (#35) .....	(3/)	1.050	Wrappers, ingredientmen, icing makers, head checkers .....	1.290	1.290
Head wrapping-machine operators .....	1.070	1.150	Loaders and dumpers ....	(3/)	1.000	Men helpers .....	1.190	1.190
Wrapping-machine operators .....	.980	1.000	Mixers' helpers, bread panners .....	(3/)	.950	Women helpers .....	1.110	1.110
Foremen .....	.950	.950	Wrapping-machine helpers .....	(3/)	.900	Crackers and cookies:		
Checkers .....	.890	.890	Roll panners .....	(3/)	.850	Agreement A:		
Helpers, supplymen:			Bakery helpers:			Head mixers .....	1.530	1.580
1st 4 weeks .....	.790	.790	1st 6 weeks .....	(3/)	.750	Head icing-room men .....	1.380	1.430
After 4 weeks .....	.800	.800	After 6 weeks .....	(3/)	.820	Head machinemen .....	1.400	1.450
JACKSONVILLE, FLA.			Cake:			Ovenmen, mixers .....	1.300	1.350
Bread and cake - Machine shops:			Cake and icing mixers, head ovenmen .....	(3/)	1.000	Rollermen .....	1.140	1.190
Agreement A:			Head icers, head wrappers .....	(3/)	.950	Mixers' helpers .....	1.200	1.250
Ovenmen, mixers, and doughnut-machine operators .....	1.250	1.330	Wrapping-machine operators .....	(3/)	.900	Wrapping-machine operators .....	1.140	1.190
Dividers, depositors, benchmen, wrapping-machine operators .....	1.200	1.280	Ovenmen .....	(3/)	.860	Sandwich-machine feeders .....	1.000	1.050
Checkers, molders, and roll-machine operators ..	1.150	1.230	Cake depositor operators .....	(3/)	.850	Cracker packers .....	1.000	1.050
Second class benchmen, ingredient scalers, icers, decorators, and stock clerks .....	1.100	1.180	Wrappers, icers, and helpers:			Sweet-work wrappers and bundlers (women) .....	1.000	1.050
Oven loaders and dumpers, shipping selectors, and icing-machine operators ..	1.000	1.080	1st 6 weeks .....	(3/)	.750	Cooky packers .....	.960	1.010
Cake icers, panners, flour dumpers, pan greasers, twistors, molders' helpers, and bread rockers .....	.925	1.000	After 6 weeks .....	(3/)	.820	Agreement B:		
Bakers' helpers:			Shipping:			Machine captains, head mixers .....	1.450	1.595
1st 3 months .....	.900	.900	Head shipping clerks .....	(3/)	1.100	Working supervisors (men) .....	1.345	1.480
After 3 months .....	.925	1.000	Shipping clerks .....	(3/)	1.050	Mixers .....	1.410	1.550
Doughnut packers and catchers, cake cutters, packagers, wrappers, sugar-machine operators, carton makers, and catchers .....	.875	1.000	Assistant shipping clerks, stock-room clerks, and cake shipping clerks .....	(3/)	1.000	Paper stockmen .....	1.380	1.520
Agreement B:			Shipping helpers .....	(3/)	.860	Icing mixers .....	1.350	1.485
Bread:			Agreement D:			Bakers .....	1.350	1.485
Working foremen .....	1.280	1.410	Bread:			Receiving clerks .....	1.330	1.465
Mixers .....	1.180	1.310	Mixers .....	(3/)	1.310	Assemblers .....	1.320	1.450
Ovenmen .....	1.140	1.260	Oven operators .....	(3/)	1.210	Drawers (sponge and sweet) .....	1.315	1.430
Wrapping-machine operators .....	1.080	1.190	Divider operators .....	(3/)	1.160	Mixers' helpers, assemblers' helpers .....	1.280	1.410
Moldermen .....	1.000	1.120	Roll-and-wrap-ping-machine operators .....	(3/)	1.100	Warehousemen .....	1.260	1.385
Dividers .....	1.060	1.180	Mixers' helpers, icing mixers, icing-machine operators, loaders and dumpers, bread and roll panners .....	(3/)	1.000	Dough feeders, flour dumpers .....	1.250	1.375
Wrapping-machine helpers .....	.970	1.090	Bread helpers .....	(3/)	.860	Sack binders, car loaders, machine set-up men .....	1.230	1.355
Feeders and dumpers ....	.980	1.080	Cake:			Working supervisors (women), stackers .....	1.200	1.320
Helpers .....	.870	.950	Mixers .....	(3/)	1.200	Pan cleaners, pan dumpers, graham-pan feeders, conveyers .....	1.180	1.320
Cake:			Oven operators .....	(3/)	1.160	Women icing-machine operators, women machine carton formers .....	1.125	1.240
Mixers .....	1.180	1.310	Utilitymen .....	(3/)	1.100	Sweet packers, women helpers .....	1.105	1.215
Ovenmen .....	1.140	1.260	Depositor operators ....	(3/)	1.050	Agreement C:		
Depositormen .....	1.110	1.160	Wrapping-machine operators .....	(3/)	.950	Bake shop (sponge):		
Working foreladies .....	1.020	1.150	Icers and wrappers, helpers .....	(3/)	.860	Machinemen, head sponge mixers .....	1.430	1.530
Wrapping-machine operators .....	.920	1.050	Shipping:			Sponge mixers .....	1.360	1.460
Wrappers, icers, and helpers .....	.870	.950	Shipping clerks, checkers .....	(3/)	1.000	Ovenmen .....	1.400	1.500
Shipping:			Helpers:			Mixers' helpers .....	1.260	1.360
Shipping foremen .....	1.060	1.190	1st 4 weeks .....	(3/)	.770	Dough feeders .....	1.200	1.300
Checkers and unsold checkers .....	.870	1.090	2d 4 weeks .....	(3/)	.810	Sack cleaners, miscellaneous floor workers ..	1.090	1.190
Packers, helpers .....	.870	.950	After 8 weeks .....	(3/)	.860	Bake shop (sweet):		

3/ Information not available for rate and hours on July 1, 1950.



TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
KANSAS CITY, MO. - Continued			KNOXVILLE, TENN. - Continued			LOS ANGELES, CALIF. - Continued		
Crackers and cookies: -			Bread - Machine shops: -			Bread and cake - Machine		
Continued			Continued			shops: - Continued		
Agreement C: - Continued			Pan rackers and ladders:			Agreement B: - Continued		
Icing department:			1st 90 days .....	\$0.750	\$0.810	Machine and bench-hand		
Machinemen .....	\$1.360	\$1.460	2d 90 days .....	.810	.870	helpers, flour dumpers,		
Icing mixers .....	1.310	1.410	After 6 months .....	.860	.920	bread rackers .....	\$1.540	\$1.660
Cooks .....	1.310	1.460	Roll helpers, bread rack-			Pan washers, greasers ....	1.540	1.660
Tray washers .....	1.090	1.190	ers, wrapper feeders, and			Hand wrappers .....	1.520	1.640
Supply girls .....	1.020	1.080	shipping clerks' helpers:			Conveyermen, tallers, bun		
Packing department:			1st 90 days .....	.750	.810	slicers, packers .....	1.470	1.590
Sponge packing:			2d 90 days .....	.780	.840	Agreement C:		
Packers No. 22 cartons			After 6 months .....	.810	.870	Foremen .....	2.050	2.170
(standard crews) ....	1.070	1.130				Ovenmen, mixers,		
Conveyor packers			LITTLE ROCK, ARK.			icing mixers .....	1.950	2.070
(standard crews),			Bread and cake - Machine shops:			Bench hands .....	1.860	1.980
packers from			Bread:			Machine operators,		
packing tables .....	1.070	1.130	Foremen .....	1.480	1.580	depositors .....	1.860	1.980
Caddy workers .....	1.050	1.110	Mixers, ovenmen, and			Ingredient scalars ....	1.700	1.820
Sweet packing:			checkers .....	1.370	1.470	Oven helpers .....	1.540	1.660
Flourmen truckers ....	1.200	1.300	Dividers .....	1.290	1.390	Auxiliary workers .....	1.500	1.620
Graham packers .....	1.070	1.130	Benchmen, molder-machine			Packers and helpers .....	1.450	1.570
Regular packers, hand			operators, machinemen,			Pan washers, unskilled		
carton formers .....	1.050	1.110	and wrapping-machine			help .....	1.340	1.660
Tally clerks, cello			operators .....	1.230	1.330	Women employees:		
bag operators,			Stockroom clerks,			Icers .....	1.290	1.410
supply girls			assistant checkers ....	1.180	1.280	Machine wrappers .....	1.240	1.360
scalers, machine			Assistant wrapping-			Experienced help .....	1.180	1.300
feeders .....	1.020	1.080	machine operators .....	1.090	1.190	Inexperienced help ....	1.050	1.170
Caddy stitchers,			Helpers:			Pie and pastry shops:		
general workers,			1st 6 months .....	.910	.960	Foremen .....	1.870	2.010
repackers .....	.900	.960	7 to 12 months .....	.980	1.030	Head ovenmen .....	1.770	1.910
Label room:			After 12 months .....	1.030	1.130	Head cream cooks,		
Machinemen .....	1.410	1.510	Cake:			fruit cooks .....	1.770	1.910
Assistant machinemen .	1.360	1.460	Depositor operators, cin-			Dough mixers .....	1.770	1.910
Truckmen, supply			namon roll dividers ....	1.290	1.390	Head checkers .....	1.500	1.640
men .....	1.200	1.300	Mixers, ovenmen .....	1.260	1.360	Second ovenmen .....	1.500	1.640
Scalers .....	1.160	1.260	Icing-machine operators,			Topping baggers .....	1.500	1.640
Bundlers .....	1.040	1.100	cinnamon roll-machine			Second cream cooks .....	1.500	1.640
Closing-machine opera-			operators .....	1.230	1.330	Scalers .....	1.450	1.590
tors, machine opera-			Scalers, ingredientmen ..	1.180	1.280	Rollermen .....	1.450	1.590
tors and feeders ....	1.020	1.080	Deposit-machine helpers ..	1.070	1.170	Toppers .....	1.340	1.480
Stack caddies, general			Women workers:			Foremen (women) .....	1.240	1.380
workers (casers, hand			Floorladies .....	1.040	1.140	Helpers .....	1.280	1.420
wrappers) .....	.900	.960	Pan girls, boxers,			Packers and wrappers .....	1.130	1.270
Shipping department:			icers, checkers,			Hebrew baking - Bread:		
Head checkers .....	1.280	1.380	wrappers, and packers:			First hands .....	5/2.071	5/2.249
Checkers .....	1.210	1.310	1st 3 months .....	.800	.850	Second hands .....	5/1.906	5/2.085
Carloaders, order fill-			2d 3 months .....	.860	.910	French baking - Machine shops:		
ers, packers, check-			After 6 months .....	.910	.960	Foremen, ovenmen,		
ers, stockmen .....	1.210	1.310				mixers .....	4/1.840	4/1.840
Receiving and warehouse:			LOS ANGELES, CALIF.			Mixers, ovenmen under		
Checkers .....	1.280	1.380	Bread - Hand shops:			a foreman .....	4/1.690	4/1.690
Requisition clerks,			Working foremen .....	2/1.805	2/1.915	Benchmen .....	4/1.590	4/1.590
paper cutters .....	1.210	1.310	Mixers, ovenmen .....	2/1.705	2/1.815	Machine operators, hand		
Car unloaders .....	1.210	1.310	Benchmen .....	2/1.575	2/1.685	wrappers .....	4/1.390	4/1.390
			Helpers .....	2/1.305	2/1.415	Helpers:		
KNOXVILLE, TENN.			Bread and cake - Machine shops:			First year .....	4/1.240	4/1.240
Bread - Machine shops:			Agreement A:			Second year .....	4/1.340	4/1.340
Head ovenmen, mixers ....	1.170	1.230	Foremen, working .....	2.050	2.170	Crackers and cookies:		
Head machinemen .....	1.110	1.170	Ovenmen, dough mixers ....	1.950	2.070	Head mixers, icing .....	1.505	1.650
Automatic roll-machine			Benchmen .....	1.860	1.980	Ovenmen, cuttermen, re-		
operators, wrapping-			Agreement B:			liefmen, peelers .....	1.455	1.600
machine operators, and			Foremen .....	2.050	2.170	Mixers .....	1.413	1.553
shipping clerks .....	1.000	1.060	Dough mixers, ovenmen,			Rollermen .....	1.390	1.530
Panners .....	.960	1.020	doughnutmen .....	1.950	2.070	Flour dumpers, dough		
Loaders, dumpers:			Machine and bench			feeders, pan cleaners and		
1st 90 days .....	.890	.950	hands .....	1.860	1.980	feeders, pan dumpers ....	1.293	1.423
2d 90 days .....	.950	1.010	Dough mixers' helpers ....	1.860	1.980	Women:		
After 6 months .....	1.000	1.060	Twisters, moldermen,			Forming-machine		
Mixers' helpers:			oven dumpers .....	1.860	1.980	operators, sponge		
1st 90 days .....	.810	.870	ingredientmen .....	1.860	1.980	packers, spreaders,		
2d 90 days .....	.860	.920	Machinemen, wrapping ....	1.690	1.810	sponge stackers,		
After 6 months .....	.920	.980				hand bundlers,		
Roll panners .....	.860	.920				scalars, weighers .....	.978	1.078
						Sweet packers .....	.940	1.035

2/ 48-hour workweek.

4/ 44-hour workweek.

5/ 42-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
LOUISVILLE, KY.			LOUISVILLE, KY. - Continued			MANCHESTER, N. H. - Continued		
Bread and cake - Machine shops:			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement A:			Agreement E:			Bread: - Continued		
First mixers .....	\$1.400	\$1.500	Dough mixers .....	\$1.430	\$1.505	Dividers .....	(3/)	\$1.255
Ovenmen, dumpers, feeders	1.370	1.470	Batchmen, ingredientmen, oven operators .....	1.420	1.495	Molders, wrappers, oven helpers .....	(3/)	1.205
Second cake mixers, wrapping-machine operators, first hands, divider operators, molders, utilitymen, first slicers, roll benchmen .....	1.350	1.450	Utilitymen, dough mixers' helpers .....	1.360	1.435	Rackers, helpers .....	(3/)	1.155
Head packers and checkers .....	1.320	1.420	Head packers and checkers	1.330	1.405	Icers and packers (female) .....	(3/)	1.035
Cake benchmen .....	1.300	1.400	Dividers, roll-machine operators .....	1.310	1.385	Cake and doughnut: Foremen (cake bakers) ....	(3/)	1.555
Mixers' helpers, pan rackers, stockmen, packers and checkers, first class .....	1.270	1.370	Oven feeders and dumpers, bread wrapping-machine operators .....	1.280	1.355	Ovenmen and depositors ...	(3/)	1.305
Bread panners, twisters, pan setters, flour dumpers, after 4 months .....	1.180	1.260	Wrapping-machine operators (bread) .....	1.280	1.355	Mixers helpers, doughnut-machine operator .....	(3/)	1.205
Bakery helpers, pan greasers, after 4 months .....	1.110	1.190	Roll-machine helpers, panners, reliefmen after 60 days, pan greasers, pan rackers, molders ...	1.260	1.335	General helpers .....	(3/)	1.155
Bread packers, after 4 months .....	1.100	1.160	Flour blenders, dumpers ..	1.210	1.285	Foreladies (cake wrapping and finishing) .....	(3/)	1.135
Foremen (women) .....	1.050	1.130	Packers' helpers .....	1.180	1.252	Cake decorators .....	(3/)	1.125
Women production workers, after 4 months .....	1.020	1.100	Wrapping-machine operators (rolls) .....	1.170	1.245	Icers .....	(3/)	1.075
Women icers, wrappers and finishers .....	1.000	1.080	Wrapping-machine operators' helpers (bread) ...	1.160	1.235	Wrapping machine operators .....	(3/)	1.035
Agreement B:			Bakery helpers, mixers' helpers .....	1.150	1.225	Helpers (female), doughnut packers .....	(3/)	.985
Ovenmen, cake .....	1.480	1.580	Wrapping-machine helpers (rolls), women bread-rackers .....	1.120	1.195	Shipping: Head shippers .....	(3/)	1.355
Mixers .....	1.380	1.480	Pan cleaners .....	1.030	1.105	Assistant shippers .....	(3/)	1.205
Dividers, ovenmen, feeders and dumpers, machine operators .....	1.330	1.430	Krum employees, roll boxers .....	1.020	1.095	Helpers .....	(3/)	1.155
Mixers' helpers, molders, reliefmen .....	1.280	1.380	Agreement F:			MEMPHIS, TENN.		
Bread rackers .....	1.230	1.330	Oven operators .....	1.520	1.620	Bread and cake - Machine shops:		
Pan spotters, machine pan-greasers .....	1.200	1.300	Mixers .....	1.470	1.570	Agreement A:		
General helpers, packers, order fillers, wrappers' helpers .....	1.200	1.300	Divider operators, molder operators, benchmen, roll-machine operators, bread feeders and dumpers, cake oven feeders .....	1.370	1.470	Bread:		
Flour blenders .....	1.050	1.150	Wrapping-machine operators, ingredient scalars, cake depositors, pan greasers, shipping clerks and checkers .....	1.320	1.420	Foremen .....	\$1.710	1.750
Agreement C:			Selectors, bread rackers, machinemen, pan rackers, bread packers .....	1.270	1.370	Mixers, ovenmen, and leadmen .....	1.430	1.470
Mixers .....	1.425	1.500	Cake dumpers, stock handlers, flour dumpers, mixers' helpers, general production workers .....	1.200	1.300	Divider operators, bun-machine operators .....	1.320	1.360
Dividers, molders, depositors, oven feeders and dumpers, doughnut-machine operators, bread ingredient scalars, shipping clerks, checkers, benchmen .....	1.375	1.450	Foremen (women) .....	1.150	1.250	Molder operators, bench hands, and oven helpers .....	1.270	1.310
Stockkeepers, twisters ...	1.250	1.325	Wrapping-machine feeders and helpers, cake wrappers and icers, cooky and doughnut girls, roll and bread panners .....	1.050	1.150	Bread rackers .....	1.130	1.170
General helpers, flour dumpers, machine cleaners	1.120	1.195	General bakery helpers, cake .....	1.000	1.100	Helpers:		
Women helpers (cake shop) .....	1.000	1.075	MANCHESTER, N. H.			1st 3 months .....	.920	.960
Agreement D:			Bread and cake - Hand shops:			4 to 9 months .....	.970	1.010
Head mixers .....	1.425	1.500	Foremen .....	1/1.377	1/1.457	After 9 months .....	1.020	1.060
Mixers, ovenmen, feeders, shipping-and-receiving clerks .....	1.405	1.480	Mixers .....	1/1.244	1/1.324	Cake:		
Machinemen, head checkers, head wrappers and slicers (machine) .....	1.345	1.420	Ovenmen, bench hands .....	1/1.155	1/1.235	Foremen .....	1.550	1.590
Dumpers .....	1.315	1.380	Hand icers (women) .....	6/ .946	6/1.026	Leadmen .....	1.430	1.470
Flour dumpers, general helpers .....	1.245	1.320	Bread and cake - Machine shops:			Mixers .....	1.410	1.450
Wrapping-and slicing-machine helpers, pan rackers, greasers, mixers' helpers .....	1.235	1.310	Bread:			Ovenmen .....	1.350	1.390
Bread rackers, bench and machine helpers .....	1.195	1.270	Head ovenmen, general relief .....	(3/)	1.355	Doughnut-machine operators .....	1.330	1.370
			Mixers .....	(3/)	1.330	Ingredient scalars .....	1.230	1.270
						Scaling-machine operators, benchmen ...	(3/)	1.240
						Checkers .....	1.180	1.220
						Leadwomen .....	1.130	1.170
						Icing-machine operators .....	1.060	1.100
						Wrapping-machine operators .....	1.000	1.040
						Scaling-machine operators' helpers, bench helpers, and helpers:		
						1st 3 months .....	.920	.960
						4 to 9 months .....	.970	1.010
						After 9 months .....	1.020	1.060
						Female helpers:		
						1st 3 months .....	.840	.880
						4 to 9 months .....	.890	.930
						After 9 months .....	.940	.980

1/ 45-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

6/ 43-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
MEMPHIS, TENN. - Continued			MILWAUKEE, WIS. - Continued			MILWAUKEE, WIS. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued		
Agreement B:			Agreement C:			Wrapping and cellophane		
Mixers, ovenmen (bread) .....	\$1.225	\$1.295	Mixers, ovenmen .....	\$1.420	\$1.420	Women employees:		
Ovenmen .....	1.150	1.210	Dividers, molders, bench hands, doughnut-machine operators, stockroom workers .....	1.360	1.360	Checkers .....	\$1.000	\$1.000
Dividers, roll-machine operators .....	1.130	1.190	Miscellaneous helpers:			Carton-forming machine operators, machine girls, packers, bundlers .....	.940	.940
Bench hands .....	1.100	1.155	Men .....	1.160	1.160	Carton-caddy and cases ..	.920	.920
Molders .....	1.085	1.155	Women .....	.950	.950	Feeders .....	.890	.890
Wrapping-machine operators .....	1.070	1.120	Agreement D:			MINNEAPOLIS, MINN.		
Bench helpers, machine helpers, and wrapping-machine helpers .....	.875	.920	Mixers, ovenmen, cake decorators .....	1.440	1.440	Bread and cake - Hand shops:		
Hand icers .....	(3/)	.860	Wrapping-machine operators .....	1.420	1.420	Foremen .....	1/1.470	1/1.555
Helpers:			Dividers, bench hands, doughnut-machine operators, molders, flour dumpers, ingredient scalars, depositor operators .....	1.380	1.380	Mixers, ovenmen, bench hands .....	1/1.360	1/1.445
1st 3 months .....	(3/)	.820	Shipping-room workers .....	1.280	1.280	Wrapping-machine operators ..	1/1.130	1/1.185
4 to 9 months .....	(3/)	.860	Miscellaneous helpers:			Helpers:		
After 9 months .....	(3/)	.920	Men .....	1.160	1.160	First 1,000 hours .....	1/ .820	1/ .868
MIAMI, FLA.			Women .....	.960	.960	Second 1,000 hours .....	1/ .890	1/ .941
Bread and cake - Machine shops:			Bread only - Machine shops:			Third 1,000 hours .....	1/ .950	1/1.013
Foremen .....	1.250	1.350	Foremen .....	1.470	1.470	Fourth 1,000 hours .....	1/1.020	1/1.075
Mixers, ovenmen (head) .....	1.150	1.250	Mixers, ovenmen .....	1.420	1.420	Fifth 1,000 hours .....	1/1.090	1/1.157
Machine operators .....	1.040	1.140	Oven loaders and dumpers, wrapping-machine operators, molders, dividers .....	1.360	1.360	Sixth 1,000 hours .....	1/1.230	1/1.302
Shipping clerks, stockroom clerks, and wrapping-machine operators .....	.980	1.080	Stockroom workers .....	1.360	1.360	Women hand icers .....	1/1.030	1/1.070
Loaders and dumpers .....	.950	1.050	Miscellaneous helpers (men) .....	1.160	1.160	Bread and cake - Machine shops:		
Mixers' helpers .....	.900	1.000	Cake only - Machine shops:			Foremen .....	1.740	1.800
Inexperienced (1st 13 weeks) .....	.710	.810	Foremen .....	1.470	1.470	Doughnut machine operators ..	1.570	1.630
Experienced (after 13 weeks) .....	.770	.870	Mixers, ovenmen .....	1.420	1.420	Icing and batter mixers ....	1.570	1.630
MILWAUKEE, WIS.			Depositor operators .....	1.360	1.360	Sponge and dough mixers, oven operators and ovenmen	1.570	1.630
Bread and cake - Hand shops:			Miscellaneous helpers:			Depositors, and/or drop-machine operators .....	1.460	1.520
Foremen .....	2/1.470	2/1.570	Men .....	1.160	1.160	Dividers, molders, bench hands, bun-machine operators .....	1.460	1.520
First hands .....	2/1.380	2/1.480	Women .....	.950	.950	Cake ingredient scalars, fruit cookers, kettle fryers .....	1.460	1.520
Benchmen:			Hebrew baking - Bread and cake:			Traveling-oven feeders and dumpers, doughroom men, slicing- and wrapping-machine operators .....	1.460	1.520
First hands .....	2/1.300	2/1.400	Cake bakers, bread workers .....	1/1.440	1/1.540	Foremen (women), twistors, dough panners, oven and bench helpers .....	1.250	1.310
Second hands .....	2/1.200	2/1.300	Dough mixers, benchmen ....	1/1.360	1/1.460	Jell- or icing-machine operators, cake wrappers, and semiautomatic cake wrappers .....	1.250	1.310
Third hands .....	2/1.090	2/1.150	Crackers and cookies:			Helpers:		
Bread and cake - Machine shops:			Sponge department:			First 8 weeks .....	1.100	1.160
Agreement A:			Head mixers .....	1.450	1.450	After 8 weeks .....	1.250	1.310
Mixers, ovenmen, doughnut-machine operators .....	1.500	1.525	Ovenmen .....	1.370	1.370	Women employees:		
Depositor operators, dividers, ingredient scalars, oven feeders and dumpers (bread) .....	1.400	1.425	Mixers, relief rollers, peelers-in .....	1.350	1.350	Finishers, wrappers, packers:		
Clerks, shipping and receiving .....	1.400	1.425	Rollers, peelers-out ...	1.250	1.250	First 8 weeks .....	.900	.960
Oven feeders and dumpers (cake), bench hands, wrapping-machine operators, molders .....	1.310	1.335	Mixers' helpers .....	1.220	1.220	After 8 weeks .....	1.000	1.060
Bench and machine helpers .....	1.190	1.215	Packers .....	.970	.970	Hebrew baking:		
Miscellaneous helpers:			Sweet department:			Hand shops:		
Men .....	1.190	1.215	Mixers, relief rollers .....	1.350	1.350	Foremen, all-round cakemen .....	1/1.610	1/1.670
Women .....	1.100	1.125	Machinemen, ovenmen ....	1.300	1.300	General cakemen, mixers, ovenmen .....	1/1.466	1/1.526
Agreement B:			Mixers' helpers .....	1.220	1.220	Bench hands, machinemen ..	1/1.413	1/1.473
Working foremen .....	1.720	1.820	Ovenmen's helpers .....	1.150	1.150	Helpers, inexperienced ...	1/1.012	1/1.072
Mixers, shipping clerks ..	1.470	1.570	Pan feeders, greasers, general helpers .....	1.070	1.070	Finishers (women) .....	(3/)	1/1.080
Dividers .....	1.410	1.510	Packers .....	.940	.940	Machine shops:		
Ovenmen, molders .....	1.360	1.460	Icing room:			Foremen, all-round cakemen	1.843	1.903
Wrapping-machine operators	1.240	1.340	Machinemen .....	1.300	1.300	General cakemen, mixers, ovenmen .....	1.593	1.653
Miscellaneous helpers, shipping-room workers ...	1.170	1.270	Feeders and stackers .....	.890	.890	Bench hands, machinemen ..	1.533	1.593
			Packing department:					
			Floormen .....	1.200	1.200			
			Floormen's helpers .....	1.100	1.100			
			Scalers .....	.940	.940			
			Women employees .....	.890	.890			

1/ 45-hour workweek.

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
MINNEAPOLIS, MINN. - Continued			MINNEAPOLIS, MINN. - Continued			NEWARK, N. J. - Continued		
Hebrew baking: - Continued			Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued		
Machine shops: - Continued			Packing department: - Continued			Agreement B: - Continued		
Helpers:			Inexperienced workers (women):			Bread department: - Continued		
First 6 months .....	\$1.087	\$1.147	First 30 days .....	\$0.750	\$0.770	Pan greasers, flour dumpers, stockmen, bench and machine helpers .....	\$1.415	\$1.475
7 - 12 months .....	1.138	1.198	Second 30 days .....	.775	.810	Wrapping-machine helpers .....	1.415	1.475
1 - 1 1/2 years .....	1.188	1.248	After 60 days .....	.795	.835	Bread rackers .....	1.415	1.475
1 1/2 - 2 years .....	1.238	1.298	Case sealers .....	1.165	1.215	Hand wrappers (women) .....	1.175	1.235
After 2 years .....	1.288	1.348	Floormen .....	1.040	1.090	Cake department:		
Crackers and cookies:			Sponge packers (cartons and 1 pound Krispies), checkers and relief (women) .....	1.000	1.050	Ingredient scalers and scaling-machine operators .....	1.655	1.715
Baking department:			Sweet packers .....	.980	1.030	Depositor operators' helpers .....	1.475	1.535
Sponge mixers .....	1.320	1.370	Graham packers .....	.980	1.030	Dumpers, grease-machine operators, auxiliary workers .....	1.415	1.475
Senior sweet mixers .....	1.310	1.360	Sweet packers .....	.950	1.000	Hand wrappers (women) .....	1.175	1.235
Sweet mixers .....	1.265	1.315	Carton formers, caddy stitchers, senior (women) .....	.905	.955	Hebrew Baking:		
Assembly sweet mixers .....	1.225	1.275	Bundlers .....	.905	.955	Foremen, ovenmen .....	1/2.067	1/2.200
Sirup mixers .....	1.205	1.255				Second hands, mixers .....	1/1.933	1/2.067
Assistant sweet mixers .....	1.120	1.170				Bread carriers, helpers .....	1/1.267	1/1.400
Sponge department:			NEWARK, N. J.			Crackers and cookies:		
Ovenmen .....	1.400	1.450	Bread and cake - Hand shops:			Doughnut-machine operators, mixers .....	1.740	1.740
Peelers .....	1.380	1.430	Foremen, oven workers, dough mixers .....	2/1.646	2/1.646	Ovenmen .....	1.740	1.740
Laminator operators, machinemen .....	1.265	1.315	Bench workers, second hands .....	2/1.479	2/1.479	Icing mixers .....	1.620	1.620
Lead ovenmen .....	1.265	1.310	Third hands .....	2/1.292	2/1.292	Ingredient scalers .....	1.620	1.620
Take-out men .....	1.210	1.260	Bread and cake - Machine shops:			Forklift operators, scaling-machine operators .....	1.440	1.440
Laminator sheet feeders ..	1.210	1.260	Agreement A:			Cake dumpers .....	1.390	1.390
Stackers .....	1.150	1.200	Keymen (Ovenmen) .....	1.790	1.850	Grease-machine operators, cake wrapping-machine operators, feeders, depositor operators, and auxiliary workers .....	1.380	1.380
Sweet department:			Ovenmen, mixers .....	1.740	1.800	Packers and helpers .....	1.355	1.355
Oven firemen .....	1.325	1.375	Keymen (checkers, cake), molders, benchmen, dividers, peelers, scalers, oven dumpers, mixers' helpers, scaler-feeders, icing makers .....	1.620	1.680	Checkers .....	1.305	1.305
Ovenmen and machinemen ..	1.265	1.315	Roll panners .....	1.620	1.680	Checkers, packers (women) .....	1.100	1.100
Ovenmen's helpers and relief .....	1.210	1.260	Keymen (wrapping-machine operators) .....	1.585	1.645	NEW HAVEN, CONN.		
Panmen, hand .....	1.120	1.170	Checkers (cake) .....	1.580	1.640	Bread and cake - Hand shops:		
Inexperienced workers (men):			Keymen (checkers, bread) ..	1.495	1.550	Agreement A:		
First 30 days .....	.900	1.000	Icing-machine operators, scaler-feeders' helpers .....	1.440	1.500	Foremen .....	4/1.410	1.480
Second 30 days .....	.950	1.050	Checkers (bread) .....	1.420	1.480	Assistant foremen, mixers, and ovenmen .....	4/1.380	1.450
After 60 days .....	1.000	1.130	Flour dumpers, machine helpers, pan greasers cake dumpers, auxiliary workers, packers and helpers (cake) .....	1.380	1.440	Benchmen .....	4/1.330	1.400
Icing department:			Slicers, wrappers, packers (bread) .....	1.380	1.440	Agreement B:		
Mixers, machinemen .....	1.265	1.315	Cake wrapping-machine operators (women), machine operators (women) .....	1.305	1.365	Foremen .....	1.360	1.480
Marshmallowmen:			Icers (women) .....	1.165	1.225	Assistant foremen, mixers, and ovenmen .....	1.330	1.450
First 30 days .....	.940	.990	Hand wrappers (women) ....	1.140	1.200	Benchmen .....	1.280	1.400
Second 30 days .....	.990	1.040	Agreement B:			Bread and cake - Machine shops:		
Third 30 days .....	1.040	1.080	Bread department:			Agreement A:		
90 to 180 days .....	1.080	1.120	Dough mixers, proof-box workers, ovenmen .....	1.775	1.835	Foremen .....	1.615	1.745
Experienced, after 6 months .....	1.120	1.170	Pan dumpers, dividermen, molders, roll-machine operators, benchmen, machinemen, dough mixers' helpers ingredient scalers .....	1.655	1.715	Dough mixers .....	1.480	1.595
Floormen:			Keymen (wrapping-machine) .....	1.620	1.680	Dough mixers' helpers, dividers, ovenmen .....	1.370	1.420
First 30 days .....	.850	.900	Checkers .....	1.455	1.515	Molders, checkers, wrappers, head packers .....	1.320	1.420
Second 30 days .....	.900	.950				Receiving clerks, wrapping-machine helpers, bench and machine helpers, pan rackers, pan greasers .....	1.240	1.330
Third 30 days .....	.950	1.000				Krum girls .....	1.120	1.200
90 to 180 days .....	1.000	1.040						
Experienced, after 6 months .....	1.040	1.090						
Icing sandwich operators (women) .....	1.020	1.070						
Checkers (women) .....	1.000	1.050						
Packers (chill room) .....	.970	1.020						
Packers .....	.950	1.000						
Enrober operators (women) ..	.915	.965						
Weighters and baggers .....	.860	.910						
Tray feeders (women) .....	.860	.910						
Miscellaneous girls .....	.830	.880						
Inexperienced workers (women):								
First 30 days .....	.750	.770						
Second 30 days .....	.775	.810						
Third 30 days .....	.795	.835						
After 60 days .....	.835	.880						
Packing department:								
Wrapping-machine men .....	1.230	1.280						
Assistant stock clerks .....	1.225	1.275						
Stock room helpers .....	1.175	1.225						
Helpers - men:								
First 30 days .....	.850	.900						
Second 30 days .....	.900	.950						
After 60 days .....	.950	1.000						

1/ 45-hour workweek.

2/ 48-hour workweek.

4/ 44-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
NEW HAVEN, CONN. - Continued			NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Hand shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement B:			Agreement E:			Agreement D:		
Foremen .....	1.460	1.575	First hands, overmen .....	1/2.000	1/2.133	Mixers .....	1.705	1.765
Dough mixers .....	1.410	1.520	Second hands .....	1/1.867	1/1.900	Dividers .....	1.585	1.645
Ovenmen .....	1.360	1.465	Helpers .....	1/1.500	1/1.633	Flour dumpers .....	1.545	1.605
Icing mixers .....	1.290	1.385	Agreement F:			Mixers' helpers, molders ..	1.525	1.585
Receivers, stock clerks ..	1.270	1.365	First hands .....	1.769	2.044	Oven loaders and dumpers ..	1.495	1.555
Shippers (after 1 year) .....	1.190	1.275	Second hands .....	1.706	1.881	Checkers .....	1.445	1.505
Dumpers .....	1.170	1.225	Helpers .....	1.456	1.656	Oven and bakery helpers, pan greasers .....	1.435	1.495
Utilitymen, pan greasers ..	1.150	1.230	Cake and pastry - Hand shops:			Wrapping-machine operators	1.405	1.465
Wrappers (women), icers (women) .....	.920	.980	First hands .....	2.125	2.338	Agreement E:		
Hebrew baking:			Second hands .....	1.938	2.132	Mixers, ovenmen .....	1.575	1.635
Foremen, ovenmen .....	2/1.875	2/1.980	Frankfurter rolls - Hand shops:			Dividers .....	1.485	1.545
Second hands .....	2/1.750	2/1.854	Mixers .....	1.840	1.990	Mixers' helpers, molder operators, ingredient scalars .....	1.425	1.485
NEW ORLEANS, LA.			Ovenmen .....	1.765	1.960	Oven loaders and dumpers ..	1.395	1.455
Bread and cake - Machine shops:			Bench hands, packers .....	1.500	1.620	Flour dumpers .....	1.375	1.435
Working foremen .....	1.650	1.730	Retail - Hand shops:			Head wrappers and slicers, checkers .....	1.345	1.405
Mixers, ovenmen, reliefmen, and shipping foremen .....	1.330	1.410	First hands .....	1/2.000	1/2.125	General helpers .....	1.335	1.395
Bench hands, dividers, moldermen, wrapping-machine operators and adjusters, automatic-machine operators, and cake depositor operators .....	1.220	1.300	Second hands .....	1/1.875	1/2.000	Packers .....	1.305	1.365
Ingredientmen .....	1.170	1.250	Third hands .....	1/1.500	1/1.625	Agreement F:		
Panners, flour blenders, mixers' helpers, stock and receiving clerks, shipping clerks, and checkers .....	1.100	1.180	Restaurants - Hand shops:			Mixers, ovenmen .....	1.675	1.735
Cake slicing-machine operators .....	1.040	1.120	First hands .....	2/2.350	2/2.475	Dividers .....	1.575	1.635
Feeders, off bearers, and pan greasers .....	.980	1.060	Second hands .....	2/2.150	2/2.275	Benchmen .....	1.575	1.635
Cake icers, wrappers, packers, crumb packers, and miscellaneous helpers:			Third hands .....	2/1.750	2/1.875	Mixers' helpers, ingredient scalars, molder operators .....	1.425	1.485
1st 2 months .....	.810	.890	Cafeteria - Hand shops:			Oven loaders and dumpers ..	1.395	1.455
2d 2 months .....	.870	.950	First hands .....	2/2.250	2/2.325	Flour dumpers .....	1.375	1.435
After 4 months .....	.920	1.000	Second hands .....	2/1.850	2/1.975	Head slicers or wrappers, checkers .....	1.345	1.405
NEW YORK, N.Y.			Bread and cake - Semimachine shops:			General helpers .....	1.335	1.395
Bread and cake - Hand shops:			Foremen .....	1.940	2.000	Packers .....	1.305	1.365
Agreement A:			Ovenmen, mixers .....	1.770	1.820	Agreement G:		
First hands, oven workers (foremen) .....	1.740	1.915	Bench hands .....	1.640	1.700	Mixers, ovenmen .....	1.575	1.635
Second hands .....	1.630	1.805	Packers .....	1.270	1.340	Dividers .....	1.485	1.545
Helpers .....	1.410	1.585	Bread and cake - Machine shops:			Mixers' helpers, ingredient scalars, molder operators .....	1.425	1.485
Shippers and packers .....	1.190	1.365	Agreement A:			Oven loaders and dumpers ..	1.395	1.455
Shippers and packers (women) .....	1.025	1.200	Bread department:			Flour dumpers .....	1.375	1.435
Agreement B:			Mixers, ovenmen .....	1.675	1.735	Head wrappers and slicers, checkers .....	1.445	1.505
First hands, oven workers, mixers .....	1.833	2.033	Dividers .....	1.585	1.645	Packers, general helpers ..	1.405	1.465
Second hands .....	1.720	1.920	Benchmen .....	1.575	1.635	Agreement H:		
Helpers .....	1.425	1.625	Ingredient scalars, molder operators .....	1.525	1.585	Ovenmen .....	1.685	1.745
Packers (men and women) ..	1.325	1.525	Oven loaders and dumpers ..	1.495	1.555	Dough mixers .....	1.675	1.735
Agreement C:			Flour dumpers .....	1.475	1.535	Dough mixers' helpers ....	1.625	1.685
Foremen .....	2/1.781	2/1.894	Wrappers, head packers and checkers .....	1.445	1.505	Dividers .....	1.588	1.648
Bench and second hands ..	2/1.656	2/1.769	General helpers .....	1.435	1.495	Ingredientmen .....	1.565	1.625
Third hands .....	2/1.531	2/1.665	Cake department:			Moldermen .....	1.525	1.585
Agreement D:			Mixers and ovenmen .....	1.655	1.715	Oven dumpers .....	1.485	1.545
First hands, oven workers, mixers .....	1.950	2.100	Depositors, ingredient scalars, benchmen, fryers .....	1.555	1.615	Wrapping-machine operators, flour dumpers .....	1.475	1.535
Second hands .....	1.844	1.997	General helpers .....	1.405	1.465	General bake-shop helpers	1.450	1.510
Wrapping-machine operators .....	1.820	1.971	Helpers (women) .....	1.200	1.260	Packers .....	1.400	1.460
Oven loaders and dumpers ..	1.851	1.919	Agreement B:			Agreement I:		
Helpers .....	1.691	1.841	Mixers .....	1.675	1.735	Tray-oven operators .....	1.575	1.635
Miscellaneous workers ....	1.639	1.789	Dividers .....	1.575	1.635	Mixers .....	1.555	1.615
			Oven loaders and dumpers ..	1.535	1.595	Scaling-machine operators	1.530	1.590
			Mixers' helpers .....	1.530	1.590	Confectioners .....	1.525	1.585
			Checkers .....	1.480	1.540	Oven helpers .....	1.515	1.575
			Flour dumpers .....	1.475	1.535	Ovenmen .....	1.520	1.580
			Wrapping-machine operators	1.450	1.510	Icing mixers .....	1.495	1.555
			Pan greasers .....	1.435	1.495	Depositor operators, ring makers, flour blenders ..	1.485	1.545
			Bakery helpers .....	1.415	1.475	Ingredient scalars, kitchen helpers, bench hands .....	1.465	1.525
			Agreement C:			Packers and helpers, pan greasers .....	1.380	1.440
			Mixers .....	1.679	1.739	General helpers (women) ..	1.175	1.235
			Ovenmen .....	1.675	1.735			
			Dividers .....	1.599	1.659			
			Flour dumpers .....	1.582	1.642			
			Molders .....	1.541	1.601			
			Oven dumpers .....	1.532	1.592			
			Mixers' helpers .....	1.531	1.591			
			Bakery helpers .....	1.480	1.540			
			Checkers .....	1.445	1.505			
			Wrapping-machine operators .....	1.440	1.500			

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement J:			Agreement O:			Agreement U:		
Assistant foremen .....	\$1.703	\$1.763	Foremen .....	\$2.100	\$2.180	Head ovenmen .....	\$1.725	\$1.785
Dough mixers and ovenmen, bread .....	1.673	1.733	Dough mixers, ovenmen ....	1.860	1.940	Mixers .....	1.675	1.735
Dough mixers, cake, cooks ..	1.665	1.725	Dividers .....	1.805	1.885	Dividers, bread .....	1.625	1.685
Muffin platemakers .....	1.598	1.658	Benchmen .....	1.750	1.830	Dividers and platemakers, English muffins .....	1.608	1.668
Jell-doughnut-machine helpers .....	1.595	1.655	Miscellaneous workers ....	1.155	1.220	Molder operators, bread .....	1.550	1.610
Dividers .....	1.575	1.635	Agreement P (bread and doughnuts):			Mixers' helpers, ingredient scalars .....	1.525	1.585
Bench hands .....	1.565	1.625	Mixers .....	1.555	1.615	Rounders, English muffins .....	1.500	1.560
Dough mixers' helpers and ingredient scalars, cake .....	1.515	1.575	Dividers .....	1.435	1.495	Flour handlers, bread wrappers .....	1.475	1.535
Head checkers, bread ....	1.468	1.528	Mixers' helpers, molders .....	1.375	1.435	Pan greasers, bread racks .....	1.435	1.495
Flour dumpers, bread ....	1.465	1.525	Checkers .....	1.358	1.418	Box carriers, general helpers, packers .....	1.425	1.485
Doughnut-machine helpers ..	1.460	1.520	Oven feeders and dumpers ..	1.345	1.405	Helpers (women) .....	1.250	1.310
Scaling-machine helpers ..	1.448	1.508	Flour dumpers .....	1.325	1.385	Agreement V:		
Bread checkers, wrapping-machine operators .....	1.428	1.488	Hand wrappers and packers .....	1.295	1.355	Foremen .....	2.040	2.140
Bench and machine helpers, bread .....	1.425	1.485	General helpers, pan greasers .....	1.285	1.345	Ovenmen, mixers .....	1.840	1.940
Packers and helpers .....	1.378	1.438	Machine cleaners .....	1.265	1.325	Bench hands .....	1.740	1.840
Agreement K:			Agreement Q:			Helpers .....	1.640	1.740
Tray-oven operators, oven operators .....	1.580	1.640	Oven tenders .....	1.680	1.740	Agreement W:		
Mixers .....	1.570	1.630	Mixers .....	1.620	1.680	Mixers, benchmen, ovenmen .....	1.600	1.725
Mixers' helpers .....	1.555	1.615	Dividers .....	1.570	1.630	Second class packers, helpers .....	1.200	1.325
Dividers .....	1.525	1.585	Oven helpers, blenders, panners .....	1.520	1.580	Third class packers .....	1.100	1.225
Tray-oven operators' helpers, depositors ....	1.515	1.575	Checkers .....	1.500	1.560	Pie and pastry shops:		
Dough brake operators .....	1.505	1.565	Flour handlers, floormen .....	1.470	1.530	Agreement A:		
Icing makers .....	1.495	1.555	Bread wrappers .....	1.450	1.510	Foremen .....	1.800	1.875
Ring makers, blenders ....	1.485	1.545	Agreement R:			First hands .....	1.625	1.700
Kitchen operators, benchmen, finishers, sealers ..	1.465	1.525	Foremen .....	2.050	2.110	Second hands, mixers .....	1.500	1.575
Packers, pan greasers ....	1.380	1.440	Mixers, ovenmen .....	1.675	1.735	Third hands .....	1.400	1.475
Foremen (women) .....	1.355	1.415	Depositor operators .....	1.585	1.645	Helpers .....	1.225	1.300
General helpers (women) ..	1.175	1.235	Icing mixers .....	1.575	1.635	Agreement B:		
Agreement L (cakes, pies, cookies):			Ingredient scalars .....	1.525	1.587	Dough mixers .....	1.420	1.470
Ovenmen, mixers .....	1.585	1.585	Oven dumpers .....	1.495	1.555	Dough mixers helpers .....	1.170	1.275
Benchmen, icing makers, cooks .....	1.485	1.485	Checkers .....	1.440	1.500	Traveling-oven operators .....	1.450	1.470
Checkers .....	1.395	1.395	Packers, helpers .....	1.435	1.495	Machine operators .....	1.100	1.275
Sweet-yeast men .....	1.385	1.385	Wrapping-machine operators (women) .....	1.210	1.270	Rotary-oven operators .....	1.370	1.475
Packers and floormen ....	1.355	1.355	Helpers (women) .....	1.200	1.260	Female helpers .....	1.000	1.100
Bake-shop helpers .....	1.345	1.345	Agreement S:			General helpers .....	1.100	1.275
Wrappers and icers (women) .....	1.110	1.110	Mixers, peelers, ovenmen, relief mixers .....	1.683	1.743	Doughnuts only:		
Agreement M:			Dividers .....	1.585	1.645	Agreement A:		
Ovenmen, dough mixers ....	1.675	1.735	Molders, mixers' helpers, ingredient scalars .....	1.525	1.585	Assistant foremen .....	1.588	1.648
Icing makers .....	1.575	1.635	Oven loaders and dumpers .....	1.495	1.555	Mixers, cruller fryers, cooks .....	1.555	1.615
Dough scalars .....	1.525	1.585	Checkers .....	1.478	1.538	Benchmen .....	1.455	1.515
Checkers, shippers .....	1.485	1.545	Flour dumpers .....	1.475	1.535	Ingredient scalars .....	1.405	1.465
General helpers .....	1.435	1.495	General helpers .....	1.415	1.475	Doughnut-machine operators .....	1.365	1.425
Cookers .....	1.415	1.475	Slicers, wrappers, packers, key slicers .....	1.405	1.465	Checkers, helpers .....	1.358	1.418
Women workers .....	1.200	1.260	Agreement T:			Packers, sugarers .....	1.288	1.348
Agreement N:			Bread department:			Agreement B:		
Bread department:			Mixers, ovenmen .....	1.675	1.735	Foremen .....	1.600	1.650
Ovenmen .....	1.650	1.740	Benchmen, dividers .....	1.585	1.645	Machine operators .....	1.500	1.550
Mixers .....	1.600	1.690	Molder operators, mixers' helpers .....	1.525	1.585	Foremen (women) .....	1.380	1.430
Dividers, molders, oven helpers, panners, benchmen, general helpers .....	1.500	1.590	Oven feeders and dumpers, pan greasers ....	1.495	1.555	Shippers, helpers .....	1.350	1.400
Mixers' helpers .....	1.355	1.440	Checkers, head slicers, bread wrappers .....	1.445	1.505	Assistant foremen (women) .....	1.330	1.380
Cake department:			Rack pushers, helpers .....	1.435	1.495	Packers (less than 1 year) .....	1.120	1.170
Mixers .....	1.600	1.690	Wrappers (restaurant) ..	1.415	1.475	Agreement C:		
Ovenmen, icing mixers, icers, decorators .....	1.500	1.590	Cake department:			Foremen .....	2.600	2.825
Benchmen .....	1.395	1.485	Mixers, ovenmen .....	1.675	1.735	Bench hands .....	1.600	1.725
Doughnut men, decorators' helpers .....	1.355	1.445	Depositors, dough scalars, ingredient scalars .....	1.585	1.645	Packers, helpers .....	1.200	1.325
Icers (women) .....	1.315	1.405	Icing mixers .....	1.575	1.635	Checkers, packers, wrappers (women) .....	1.100	1.225
Pan washers, wrappers, fruit-room workers ....	1.145	1.235	Oven feeders and delivery .....	1.485	1.545			
			General helpers .....	1.435	1.495			
			Wrappers and packers (women) .....	1.200	1.260			

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued			NORFOLK, VA. - Continued		
Hebrew baking - Machine shops:			Crackers and cookies: -			Bread and cake - Machine		
Agreement A:			Continued			shops: - Continued	\$	\$
First hands .....	5/2.143	5/2.268	Agreement B: - Continued			Bakery helpers .....	0.905	0.990
Second hands .....	5/2.000	5/2.125	Fig and jam mixers, marsh-			Pan greasers, molder		
Helpers .....	5/1.571	5/1.696	mallow beaters, mixers'			operators' helpers, and		
Agreement B:			helpers .....	\$ 1.375	\$ 1.455	bread packers .....	.980	.990
First hands .....	1/2.000	1/2.125	Grinders, cheese and			Roll baggers .....	.750	.840
Second hands .....	1/1.867	1/1.992	crackers .....	1.350	1.430			
Helpers .....	1/1.467	1/1.592	Icing and sugar mixers'			OAKLAND, CALIF.		
Hebrew baking - Hand shops:			helpers .....	1.340	1.410	Bread - Hand shops:		
Agreement A:			Flour dumpers' helpers ...	1.325	1.405	Foremen, ovenmen .....	5/1.870	2.000
Foremen, first hands ....	2/2.375	2/2.500	Flourmen .....	1.320	1.390	Bench hands .....	5/1.710	1.830
Swingmen, jobbers .....	2/2.313	2/2.438	Broken men .....	1.300	1.370	Pan cleaners .....	5/1.050	1.130
Second hands, third hands	2/2.250	2/2.375	Bake-shop utilitymen ....	1.275	1.345	Bread and cake - Machine shops:		
Agreement B:			Bake-shop general helpers	1.250	1.320	Foremen, dough mixers,		
First hands, ovenmen ....	1/2.143	1/2.286	Checkers, utility .....	1.125	1.185	ovenmen .....	7/1.985	7/2.145
Second hands .....	1/2.000	1/2.143	Feeders, sugar wafers ...	1.100	1.150	Dividers, molders,		
Third hands .....	1/1.500	1/1.643	Women employees:			roll-machine		
Agreement C:			Feeders .....	1.075	1.125	operators .....	7/1.895	7/2.055
First hands, ovenmen ....	2/2.000	2/2.133	Weighers and checkers	1.075	1.125	Crackers and cookies:		
Second hands .....	2/1.867	2/2.000	General helpers .....	1.005	1.050	Agreement A:		
Agreement D:			Agreement C:			Mixing supervisors,		
Ovenmen, mixers .....	2/1.781	2/1.894	Baking department:			mixers .....	1.740	1.870
Bench hands .....	2/1.656	2/1.769	Machine captains (sweet			Ovenmen .....	1.680	1.800
Third hands .....	2/1.531	2/1.665	and sponge) .....	1.510	1.660	Laminator men .....	1.600	1.710
Agreement E:			Peelers .....	1.510	1.660	Mixers' helpers:		
Large shops:			Cuttermen .....	1.460	1.605	First 3 months .....	1.440	1.540
Foremen, first hands ...	2.044	2.244	Mixers .....	1.430	1.575	Second 3 months .....	1.490	1.590
Mixers, ovenmen .....	1.981	2.181	Bakers, mixers' helpers,			Third 3 months .....	1.540	1.650
Second hands .....	1.881	2.081	rollermen .....	1.410	1.550	After 9 months .....	1.590	1.700
Helpers in traveling-			Cracker meal grinder ...	1.310	1.440	Icing-machine hand		
oven shop .....	1.719	1.918	Utilitymen .....	1.230	1.355	mixers .....	1.530	1.630
Small shops:			Nabisco department:			Wax- and cellophane-		
Foremen, first hand ....	2.044	2.168	Head filler and batter			machine operators .....	1.520	1.620
Mixers, ovenmen .....	1.981	2.106	mixers .....	1.430	1.575	Enrobermen .....	1.475	1.630
Second hands .....	1.881	2.006	Machine captains .....	1.430	1.575	Icing helpers .....	1.475	1.580
Third hands .....	1.656	1.781	Filler mixers .....	1.380	1.520	Women assemblers .....	1.340	1.430
Bohemian baking - Hand shops:			Assemblymen, batter mix-			Flour dumpers .....	1.290	1.370
Dough mixers, ovenmen ....	1.900	1.980	ers, meal grinders, and			Dough feeders .....	1.290	1.370
Benchmen .....	1.800	1.880	assemblers, spreaders			Floormen:		
French baking:			and trimmers .....	1.330	1.465	First month .....	1.140	1.210
Bread:			Machine operators and			Second month .....	1.190	1.260
Agreement A:			packers .....	1.130	1.245	Third month .....	1.240	1.320
Day work:			General help (women) ...	1.080	1.190	After 3 months .....	1.290	1.370
First hands .....	1.770	1.820	Icing department:			Women supervisors,		
Bench hands .....	1.640	1.700	Chocolate temperer ....	1.430	1.575	working .....	1.150	1.240
Agreement B:			Mixers .....	1.380	1.520	Women tally clerks .....	1.155	1.230
Day work:			Checkers and floormen ..	1.280	1.410	Women machine carton		
Foremen .....	1.690	1.766	Superintendents (women)	1.180	1.300	formers, package-		
Second hands .....	1.643	1.719	Hand bundlers, and			machine operators .....	1.140	1.210
Third hands .....	1.595	1.671	machine operators			Sugar-wafer oven		
Italian baking:			(women) .....	1.130	1.245	girls .....	1.110	1.170
Day work:			Icing machine operators,			Scalers and weighers		
First hands .....	2/1.500	2/1.596	packers .....	1.110	1.220	(women) .....	1.080	1.140
Second hands .....	2/1.250	2/1.346	General help (women) ...	1.080	1.190	Filling-machine operators		
Scandinavian baking:			Packing department:			(women) .....	1.080	1.230
Foremen .....	2/1.771	2/1.896	Weight girls and packers	1.130	1.245	Sponge packers, wrappers,		
Second hands .....	2/1.667	2/1.792	General help (women) ...	1.080	1.190	bundle weighers and car-		
Bench hands .....	2/1.583	2/1.708				ton formers .....	1.080	1.140
Helpers .....	2/1.250	2/1.375				Sweet packers .....	1.080	1.140
Crackers and cookies:			NORFOLK, VA.			Agreement B:		
Agreement A:			Bread and cake - Machine shops:			Ovenmen, machinemen,		
Bakers .....	1.650	1.650	Mixers, scalers .....	1.280	1.370	mixers .....	1.785	1.920
Packers .....	.875	.925	Checkers .....	1.230	1.340	Mixers' helpers .....	1.615	1.730
Packers (women) .....	.800	.850	Oven supervisors .....	1.180	1.270	Cellophane or wax wrap-		
Agreement B:			Truck loaders .....	1.090	1.190	ping-machine operators ..	1.580	1.695
Beltmen .....	1.590	1.690	Wrapping-machine setters ...	1.080	1.170	Floor women .....	1.210	1.300
Head flourmen .....	1.490	1.580	Molder operators, divider			Icing women, sweet		
Bakers .....	1.450	1.540	operators, and roll-			packers .....	1.110	1.175
Icing and sugar mixers ...	1.440	1.530	machine operators .....	1.030	1.120	Agreement C:		
Flour dumpers .....	1.425	1.505	Oven feed and delivery ....	1.005	1.110	Baking supervisors .....	2.090	2.090
Batter mixers .....	1.415	1.495	Flour blenders .....	.985	1.070	Mixing supervisors,		
Cutters, washers, plate			Mixers' helpers, wrapping-			machine captains .....	1.800	1.800
setters .....	1.400	1.480	machine feeders .....	.955	1.040			

- 1/ 45-hour workweek.  
 2/ 48-hour workweek.  
 3/ 42-hour workweek.  
 7/ 37½-hour workweek.



TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
OAKLAND, CALIF. - Continued			OMAHA, NEBR.			PEORIA, ILL.		
Crackers and cookies: -			Bread and cake - Machine shops:	\$	\$	Bread and cake - Hand shops:	\$	\$
Continued			Working foremen .....	1.640	1.640	Foremen .....	2/1.448	2/1.490
Agreement C: - Continued			Cake decorators .....	1.600	1.600	Ovenmen .....	2/1.323	2/1.365
Mixers, reliefmen,	\$	\$	Dough mixers, ovenmen,			Benchmen .....	2/1.260	2/1.302
head icing mixers .....	1.740	1.740	cake mixers .....	1.500	1.500	Hand icers (women) .....	2/.915	2/.955
Mixers' helpers, bakers,			Benchmen .....	1.430	1.430	Bread and cake - Machine shops:		
rollermen, oven helpers,			Machinemen .....	1.410	1.410	Foremen .....	1.720	1.770
wrapping-machine			Ingredient scalars .....	1.400	1.400	Ovenmen, spongers, oven		
operators, set-up men,			Dough-room helpers, check-			loaders and dumpers,		
oven feeders, icing			ers, oven dumpers .....	1.320	1.320	ingredientmen .....	1.590	1.640
helpers .....	1.590	1.590	Bake-shop helpers and			Benchmen, machine operators,		
Dough feeders, pan			packers:			dividers, molders, roll-		
feeders, fig grinders,			Starting .....	1.100	1.100	machine operators, twist-		
table feeders, cello-			After 6 months .....	1.130	1.130	ers, bread panners .....	1.520	1.570
phane-bag machine			After 1 year .....	1.200	1.200	Shipping clerks .....	5/1.320	5/1.370
operators, rack and			Stockmen .....	1.200	1.200	Men workers:		
pan-men, jelly and			Coolermen, wrapping-machine			Wrapping-machine set-up		
marshmallowmen's			operators (women) .....	1.150	1.150	operators .....	5/1.320	5/1.370
helpers .....	1.440	1.440	Pan greasers .....	1.090	1.090	Bake-shop helpers .....	5/1.200	5/1.250
Floormen .....	1.390	1.390	Women cake-machine			Wrapping-machine feeders		
Women:			operators, twisters			and take-off men .....	5/1.150	5/1.200
Working supervisors ....	1.300	1.300	and panners .....	1.090	1.090	Wrappers .....	5/1.140	5/1.190
Sweet packers,			Wrappers, icers, packers			Hand wrappers (women) .....	5/1.090	5/1.140
weighers and baggers,			(women):					
cellophane-bag			Starting .....	.960	.960	PHILADELPHIA, PA.		
formers, enrobers ....	1.100	1.100	After 6 months .....	.980	.980	Bread and cake - Machine shops:		
Assistant fore-			After 1 year .....	1.010	1.010	Agreement A:		
ladies .....	1.100	1.100	Pie and pastry shops:			Head ovenmen .....	1.620	1.670
OKLAHOMA CITY, OKLA.			Pie mixers .....	1.450	1.450	Cake decorators,		
Bread and cake - Machine shops:			Working foremen (women) ...	1.280	1.280	peel-ovenmen .....	1.545	1.595
Baking department:			Fruit cookers .....	1.320	1.320	Dough mixers, icing		
Foremen .....	1.675	1.675	Miscellaneous helpers .....	1.090	1.090	mixers .....	1.520	1.575
Dough mixers, ovenmen,			Pie fillers and			Bench and machinemen,		
icing mixers .....	1.525	1.525	wrappers .....	1.010	1.010	steam-box tenders,		
Bench and machinemen,			Crackers and cookies:			ingredient scalars .....	1.480	1.530
cake depositor opera-			Baking department:			Traveling-oven feeders		
tors, loaders and			Machine captains .....	1.350	1.450	and deliverymen .....	1.455	1.505
dumpers .....	1.425	1.425	Ovenmen .....	1.300	1.400	Bread coolers, mixers'		
Scalars .....	1.400	1.400	Reliefmen .....	1.260	1.360	helpers, dough punchers		
Helpers:			Peelers-in, rollermen ....	1.240	1.340	Route packers, pastry		
1st 6 months .....	.975	.975	Edgers, drawmen .....	1.170	1.270	rackers, bread wrappers		
2d 6 months .....	1.100	1.100	Pan loaders, take-out			and packers .....	1.395	1.445
After 1 year .....	1.175	1.175	men, pan feeders and			Flour pilers, dumpers,		
Wrapping department and			greasers .....	1.150	1.250	baking helpers, pan		
miscellaneous:			Mixing department:			greasers .....	1.315	1.365
Foremen .....	1.375	1.375	Head mixers .....	1.290	1.390	Wrappers, icers		
Wrapping-machine			Dough-up men, No. 2			(women) .....	1.030	1.080
operators .....	1.275	1.275	mixers .....	1.240	1.340	Agreement B:		
Checkers .....	1.250	1.250	Sponge setters,			Tray- and traveling-oven		
Flour dumpers, clerks			assemblymen .....	1.205	1.305	supervisors, oil-oven-		
(store or stale			Mixers' helpers, assem-			men, reel- and rotary		
room) .....	1.175	1.175	blers' helpers, utility			ovenmen, mixers, icing		
Inexperienced wrapping-			mixers and helpers, flour			makers .....	1.495	1.545
room helpers, bread			dumpers .....	1.150	1.250	Tray- and traveling-oven		
handlers, packers, pan			Icing department:			feeders, deliverymen ....	1.445	1.495
greasers cake, pan			Machinemen, mixers .....	1.250	1.350	Bench hands, machine		
washers, and cake			Women helpers .....	.930	1.030	operators, steam-box		
dumpers:			Shipping department:			tenders, depositor		
1st 6 months .....	.975	.975	Head stockmen, head car			operators, ingredient		
2d 6 months .....	1.100	1.100	loaders, head load			scalars .....	1.405	1.455
After 1 year .....	1.175	1.175	assemblymen, checkers,			Mixers' helpers .....	1.370	1.420
Cake department, female			labelers .....	1.190	1.290	Flour blenders .....	1.345	1.395
workers:			Order fillers .....	1.160	1.260	Wrapping-machine		
Foreladies, first .....	1.300	1.300	Packing department:			operators, route		
Foreladies, second .....	1.200	1.200	Machine operators .....	1.190	1.290	packers .....	1.345	1.395
Wrappers, cake filling,			Machine operators'			Reel-oven helpers, bakery		
cake icing, cake cutters,			helpers .....	1.170	1.270	helpers, bench helpers,		
machine operators .....	1.175	1.175	Paper cutting-machine			oven helpers, depositor		
Hand icers, hand			operators .....	1.095	1.195	helpers, wrappers,		
wrappers, labelers,			Casers .....	1.040	1.140	pillers, handlers, roll		
boxes .....	1.075	1.075	Reliefwomen .....	.970	1.070	baggers and wrappers,		
New girls:			Women helpers .....	.930	1.030	pan greasers .....	1.240	1.290
1st 90 days .....	.900	.900	Receiving and storage			Wrappers and icers		
After 90 days .....	.950	.950	department:			(women) .....	1.005	1.055
			Head stockmen .....	1.230	1.330	Floorladies .....	1.105	1.150
			Helpers .....	1.150	1.250			

2/ 48-hour workweek.

5/ 42-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
PHILADELPHIA, PA. - Continued			PHILADELPHIA, PA. - Continued			PHILADELPHIA, PA. - Continued		
Bread and cake - Machine shops: - Continued			Pie and pastry shops: - Continued			Crackers and cookies: - Continued		
Agreement C:			Agreement B: - Continued			Agreement B: - Continued		
Head benchmen .....	\$1.630	\$1.730	Toppers and fillers .....	\$1.150	\$1.200	Bake house:		
Mixers, traveling-oven operators, tray-oven operators, head cake decorators, inventory stockmen .....	1.545	1.645	Pie makers, shell makers .....	1.150	1.200	Machinemen .....	\$1.455	\$1.600
Steam-box tenders .....	1.505	1.605	Dish washers, helpers, wrappers, utilitymen and cleaners .....	1.050	1.100	Overmen .....	1.405	1.545
Oven feeders, deliverymen	1.495	1.595	Pie wrappers, crown makers .....	.900	.950	Dough rollers .....	1.360	1.495
Divider operators, moldermen, greasing-machine operators, icing-machine operators, depositor operators, roll dividers, ingredient scalars, benchmen, doughnut fryers, filling cooks .....	1.455	1.555	Hebrew baking:			Reliefmen .....	1.345	1.480
Working supervisors (women) .....	1.440	1.540	Bread and cake:			Bake-house helpers .....	1.255	1.380
Mixers' helpers .....	1.425	1.525	Foremen, oven hands .....	1/1.933	1/1.940	Stockroom packing materials:		
Selectors, flour blenders, assemblers, wrapping-machine operators .....	1.395	1.495	Second hands, dough mixers .....	1/1.867	1/1.880	Supervisors .....	1.575	1.735
Rack and panwashing-machine operators .....	1.370	1.470	Third hands, helpers .....	1/1.733	1/1.750	Loaders .....	1.360	1.495
Cake cutters .....	1.360	1.460	Fourth hands .....	1/1.267	1/1.320	Icing, wrapping, and packing department:		
General baking helpers, pan greasers, pan washers, machine helpers, dumpers, rolls and sweet goods washers, roll panners, rackers, pan feeders, bread packers, carton makers, vienna and rye cutters, depositors' helpers .....	1.310	1.410	Cake only:			Machinemen .....	1.455	1.600
Hand icers, cake rackers, doughnut tray packers (women) .....	1.105	1.205	Foremen, ovenmen .....	1/1.356	1/1.356	Icing mixers .....	1.380	1.520
Pan liners, cake hand wrappers, roll packers (women) .....	1.065	1.165	Second hands, dough mixers .....	1/1.222	1/1.222	Wrapping department helpers .....	1.325	1.450
Agreement D:			Auxiliary workers .....	1/1.000	1/1.000	Supervisors (women) .....	1.300	1.430
Working foremen .....	1.450	1.450	Crackers and cookies:			Miscellaneous packing room helpers (women) icing room helpers, magazine feeders (women) .....	1.100	1.210
Dough mixers, ovenmen, ingredient scalars .....	1.350	1.350	Agreement A:			Packers, bundlers, weighers, stitchers, inspectors, stitching-machine operators, sugarers, baggers and crimpers of lady fingers, machine operators, hand carton formers .....	1.100	1.210
Benchmen .....	1.210	1.210	Sponge and sweet baking:			PHOENIX, ARIZ.		
Depositor operators, icing-machine operators, cutting-machine operators, wrapping-machine operators .....	1.210	1.210	Working supervisors .....	1.580	1.740	Bread and cake - Hand shops:		
Pan greasers' helpers .....	1.050	1.050	Machine captains .....	1.480	1.630	Foremen .....	4/1.591	4/1.750
Floorladies .....	.940	.940	Mixers .....	1.455	1.600	Mixers, ovenmen .....	4/1.447	4/1.592
Wrappers and icers (women) .....	.900	.900	Bakers, reel or travel .....	1.430	1.575	Machine and bench hands .....	4/1.392	4/1.531
Pie and pastry shops:			Rollermen .....	1.360	1.495	Wrapping-machine operators .....	4/1.243	4/1.367
Agreement A:			Sewing-machine operators .....	1.360	1.495	Pan washers and greasers .....	4/.943	4/1.037
Working foremen .....	1.600	1.730	Overmen, reel .....	1.340	1.475	Hand wrappers:		
Mixers, ovenmen, first hands .....	1.500	1.630	Mixers' helpers .....	1.330	1.465	First 6 months .....	4/.818	4/.900
Second hands .....	1.410	1.540	Overmen, gas .....	1.320	1.450	Next 6 months .....	4/.943	4/1.037
Packers .....	1.325	1.455	Pan feeders (fast) .....	1.280	1.410	Thereafter .....	4/1.043	4/1.147
Third hands .....	1.245	1.375	Dough feeders .....	1.250	1.375	Bread and cake - Machine shops:		
Agreement B:			Nabisco department:			Baking department:		
Working foremen .....	1.550	1.600	Mixers, bakers, machine adjusters .....	1.375	1.515	Foremen .....	1.780	1.958
Head order packers, ovenmen, cooks, dough mixers, custard mixers .....	1.450	1.500	Grinders, mixers' helpers, spreaders and trimmers .....	1.280	1.410	Dough mixers, ovenmen .....	1.670	1.837
Floorladies .....	1.300	1.350	Floormen .....	1.250	1.375	Machinemen, bench hands .....	1.550	1.705
Order packers, ingredient scalars .....	1.250	1.300	Packing and icing department:			Pan washers, etc. ....	1.060	1.166
Cooks' helpers, ovenmen's helpers .....	1.250	1.300	Pin trolley operators ..	1.480	1.630	Wrapping department:		
			Working foremen .....	1.430	1.560	Foremen .....	1.500	1.650
			Tally clerk .....	1.360	1.495	Machine operators .....	1.400	1.540
			Supplymen .....	1.330	1.465	Machine helpers:		
			Cutting-machine operators .....	1.225	1.460	First 3 months .....	1.010	1.111
			Pan dumpers (fast) .....	1.320	1.450	Second 3 months .....	1.060	1.166
			Machine set-up men, paste makers, and icing mixers' helpers .....	1.280	1.410	Thereafter .....	1.170	1.287
			Stockmen .....	1.260	1.385	Flour dumpers .....	1.170	1.287
			Pan dumpers (slow), ritz baking machine operators and tallymen .....	1.230	1.355	PITTSBURGH, PA.		
			Scalers and weighers ..	1.220	1.340	Bread and cake - Hand shops:		
			Floormen .....	1.210	1.330	Foremen .....	1.570	1.720
			Women employees:			Overmen .....	1.470	1.620
			Working foreladies ..	1.280	1.380	Dough mixers .....	1.420	1.620
			Working supervisors ..	1.180	1.300	Benchmen .....	1.420	1.560
			General packing .....	1.120	1.230	Helpers .....	1.300	1.430
			First class packers ..	1.090	1.200	Wrappers and icers .....	.990	1.090
			Second class packers ..	1.060	1.165			
			Agreement B:					
			Mixing department:					
			Dough mixers, mixers' assemblers .....	1.455	1.600			
			Assemblers .....	1.360	1.495			
			Dough mixers' helpers ..	1.330	1.465			
			Mixing room helpers ..	1.225	1.380			

1/ 45-hour workweek.

4/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
PITTSBURGH, PA. - Continued			PORTLAND, MAINE			PORTLAND, OREG. - Continued		
Bread and cake—Machine shops:			Bread and cake—Machine shops:			Crackers and cookies: -		
Working foremen .....	\$1.570	\$1.720	Agreement A:			Continued		
Mixers, ovenmen, ingredient	1.470	1.620	Dough mixers, ovenmen ....	\$1.400	\$1.485	Packing department (male):		
scalers, cookers .....			Dividemen, roll-machine			Machine set-up man .....	(3/)	\$1.430
Molders, dividers, benchmen,			operators, ingredient-	1.340	1.420	Floor man .....	(3/)	1.430
machine hands, bread			men, benchmen .....			Packing department (female):		
panners .....	1.420	1.560	Dough mixers' helpers,			Working supervisor .....	(3/)	1.155
Oven feeders, dumpers .....	1.360	1.500	oven loaders and dumpers,			Packer, machine operator .....	(3/)	1.045
Mixers' helpers, bake-shop			moldermen, wrapping-			Miscellaneous helpers ....	(2/)	.990
helpers .....	1.300	1.430	machine operators,			Icing department (men):		
Checkers and shipping			shipping and receiving			Mixer .....	(2/)	1.485
clerks, wrapping-machine			clerks .....	1.280	1.355	Mixers' helper .....	(2/)	1.320
operators .....	1.250	1.375	Pan greasers, bread			Machine set-up men .....	(3/)	1.430
Wrapping-machine helpers ...	1.210	1.330	rackers .....	1.200	1.265	Floorman .....	(3/)	1.320
Helpers (women) .....	.990	1.090	Flour dumpers .....	1.150	1.210	Icing department (female):		
Hebrew shops:			Twisters (women) .....	1.000	1.045	Working supervisor .....	(3/)	1.155
Bread:			Agreement B:			Machine operator .....	(3/)	1.045
First hands, ovenmen ....	2/1.708	2/1.771	Dough mixers .....	1.400	1.400	Miscellaneous helpers ....	(3/)	.990
Second hands, mixers ....	2/1.645	2/1.708	Dough mixers' helpers ....	1.350	1.350	Cone department:		
Third hands, bench hands	2/1.562	2/1.625	Dividemen, wrapping-			Mixers .....	(3/)	1.485
Wrappers .....	2/1.999	2/1.062	machine operators .....	1.300	1.300	Mixers' helpers .....	(3/)	1.320
Pan greasers .....	2/ .895	2/ .958	Moldermen, ingredientmen	1.250	1.250	Packers (female) .....	(3/)	1.045
Wrappers and helpers			Twisters (women) .....	.950	.950	General:		
(women) .....	2/ .749	2/ .812				Inexperienced female workers:		
Cake:			PORTLAND, OREG.			First 30 days .....	(3/)	.925
First hands .....	2/1.645	2/1.708	Bread and cake - Hand shops:			Second 30 days .....	(3/)	.945
Second hands, bench hands	2/1.562	2/1.625	Foremen .....	1.930	2.040			
Dumpers, icers, wrappers			Ovenmen, mixers .....	1.820	1.930	PROVIDENCE, R. I.		
and packers (women) .....	2/ .729	2/ .792	Bench hands .....	1.690	1.800	Bread and cake - Hand shops:		
Bread and cake - Retail shops:			Head checkers .....	1.490	1.600	Working foremen, mixers,		
Foremen .....	2/1.770	2/1.833	Assistant checkers .....	1.320	1.430	ovenmen .....	\$1.365	1.410
Dough mixers .....	2/1.708	2/1.771	Packers, hand wrappers ....	1.290	1.400	General helpers .....	1.165	1.210
Benchmen .....	2/1.625	2/1.688	Helpers:			Bread and cake—Machine shops:		
Pan greasers .....	2/ .916	2/ .979	First year .....	1.130	1.240	Agreement A:		
Hand icers (women) .....	2/ .749	2/ .812	Second year .....	1.180	1.290	Mixers, head ovenmen ....	1.450	1.540
Crackers and cookies:			Third year .....	1.340	1.450	Divider operators, head		
Agreement A:			Bread and cake—Machine shops:			benchmen, roll-ovenmen ..	1.350	1.440
Mixing supervisors .....	1.525	1.675	Agreement A:			Molder operators .....	1.300	1.390
Peelers .....	1.440	1.590	Foremen .....	8/2.000	8/2.130	Utilitymen .....	1.275	1.360
Rollermen .....	1.405	1.540	Ovenmen, mixers .....	8/1.910	8/2.020	Ingredient scalers,		
Ovenmen .....	1.355	1.499	Bench hands, cake .....	8/1.810	8/1.920	mixers' helpers .....	1.250	1.340
Flour dumpers .....	1.325	1.455	Machinemen, depositor			Benchmen, head wrappers ..	1.230	1.320
Cuttermen, reliefmen .....	1.285	1.415	operators .....	8/1.810	8/1.920	Roll-oven helpers .....	1.220	1.310
Dough feeders, pan clean-			Wrapping-machine			Flour dumpers .....	1.205	1.290
ers and feeders, pan			operators .....	8/1.630	8/1.740	Ovenmen's helpers, mold-		
dumpers .....	1.255	1.380	Ingredient scalers, cake;			ers' helpers, checkers ..	1.200	1.290
Floormen .....	1.205	1.325	flour blenders .....	8/1.540	8/1.650	Wrappers .....	1.155	1.240
Sealers and weighers .....	1.105	1.215	Scaling-machine operators,			Packers .....	1.150	1.240
Women workers:			dumpers .....	8/1.460	8/1.570	Agreement B:		
Working supervisors ....	1.105	1.215	Helpers:			Mixers - 2d class .....	1.450	1.540
Sponge packers .....	1.085	1.195	First year .....	8/1.220	8/1.330	Dividers .....	1.350	1.440
Sweet packers .....	1.015	1.150	After 1 year .....	8/1.460	8/1.570	Molders .....	1.300	1.390
Carton formers, scalers			Machine operators'			Ingredient scalers,		
and weighers .....	1.015	1.115	helpers .....	8/1.400	8/1.510	mixers' helpers .....	1.250	1.340
Agreement B:			Women icers, hand; cake-			Flour dumpers .....	1.205	1.290
Mixers and machine			wrapping machine opera-			Molders' helpers, oven-		
captains .....	1.510	1.660	tors .....	8/ .944	8/1.120	men's helpers checkers ..	1.200	1.290
Machinemen .....	1.430	1.605	Agreement B:			Wrappers .....	1.155	1.200
Head icing mixers .....	1.410	1.550	Cake and pie workers:			Pan greasers .....	1.110	1.250
Rollermen .....	1.390	1.550	Foreladies-in-charge of			Packers .....	1.150	1.240
Oven firemen .....	1.380	1.495	4 or more girls .....	1.235	1.285	Agreement C:		
Ovenmen and utilitymen ...	1.340	1.495	Cake decorators .....	1.175	1.225	Working foremen .....	1.770	1.855
Dough feeders .....	1.290	1.495	Women icers .....	1.045	1.120	Mixer scalers .....	1.420	1.505
Cuttermen and reliefmen ..	1.270	1.495	Women with 1 year of			Mixers .....	1.370	1.455
Pan cleaners and feeders			experience .....	1.045	1.120	Ovenmen .....	1.320	1.405
Machine set-up men .....	1.210	1.440	Crackers and cookies:			Divider operators, first		
Floormen .....	1.290	1.330	Baking department:			benchmen .....	1.245	1.330
Scalers, weighers .....	1.060	1.165	Mixers .....	(3/)	1.540	Molders .....	1.195	1.280
Women workers:			Mixers' helpers .....	(3/)	1.430	Wrapping-machine opera-		
Sponge packers .....	1.090	1.200	Baker .....	(3/)	1.650	tors, checkers, pan		
Sweet packers, machine			Machinemen .....	(3/)	1.540	greasers .....	1.115	1.200
operators, and carton			Rollerman .....	(3/)	1.485	Oven helpers, general		
formers .....	1.060	1.200	Utility man .....	(3/)	1.430	helpers, benchmen, ship-		
Scalers, weighers, and			Floor man .....	(3/)	1.320	ping-room helpers .....	1.095	1.180
hand bundlers .....	1.060	1.165						

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

8/ 36-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
PROVIDENCE, R. I. - Continued			READING, PA. - Continued			RICHMOND, VA. - Continued		
Bread and cake-Machine shops: - Continued			Bread and cake-Machine shops: - Continued			Bread and cake-Machine shops: - Continued		
Agreement D:			Agreement A: - Continued			Agreement A: - Continued		
Mixers (cake) .....	\$1.460	\$1.540	Bench or machine helpers, cake dumpers, pan rackers, wrapped loaf stackers, sweet-bun icers, semiautomatic wrappers, helpers, (oven and other) .....	\$1.165	\$1.255	Cake: - Continued		
Ovenmen .....	1.375	1.465	Women employees:			Pan washers, grease-machine operators .....	\$1.130	\$1.130
Scalers, fried cake mixers, icing mixers, fryers, icing- and cutting-machine operators .....	1.265	1.345	Icing mixers, cake decorators, pan greasers and washers, cake wrapping-machine operators .....	1.165	1.255	Icing-machine operators, cake cutter-machine operators, and cake counters .....	1.080	1.080
Floormen, cake and fried cake helpers (after 2 months) .....	1.155	1.245	Checkers, packers, wrappers and cutters, cake icers .....	.985	1.075	Icers and wrappers, female .....	1.030	1.030
Stock clerks, cake and fried cake helpers (first 2 months) .....	1.075	1.160	Cake and sweet wrappers	.945	1.035	Helpers (male):		
Pan greasers, pan washers, pan papering .....	1.045	1.130	Agreement B:			1st 6 months .....	.980	.980
Women helpers:			Foremen .....	1.390	1.465	After 6 months .....	1.080	1.080
First 2 months .....	.925	1.015	Ingredient scalers, oven supervisors .....	1.365	1.440	Helpers (female):		
After 2 months .....	.995	1.075	Mixers .....	1.365	1.435	1st 6 months .....	.930	.930
Agreement E:			Ovenmen, benchmen, molders, divider operators, bread panners, flour dumpers, wrapping-machine operators, checkers .....	1.315	1.390	After 6 months .....	1.030	1.030
Head mixers and scalers .....	1.550	1.640	Bench or machine helpers	1.235	1.310	Agreement B:		
Traveling-ovenmen .....	1.375	1.460	Bread and cake helpers, pan greasers, bread rackers, oven helpers .....	1.165	1.240	Working foremen, shipping foremen .....	1.550	1.650
Dividers .....	1.350	1.440	Women employees:			Dough mixers, cake mixers .....	1.370	1.470
Head wrapping-machine operators .....	1.325	1.410	Cake decorators .....	1.315	1.390	Oven operators, icing and filling mixers, and receiver clerks .....	1.350	1.450
Molders .....	1.300	1.390	Hand icers .....	.925	1.000	Divider operators, roll-machine operators, doughnut operators, wrapping-machine operators (bread), benchmen, reliefmen, molder operators, foreladies, and ingredient scalers .....	1.290	1.390
First benchmen .....	1.275	1.360	Hand wrappers, helpers .....	.905	.980	Packers, checkers, temporary .....	1.260	1.360
Mixers' helpers .....	1.250	1.340				Selectors .....	1.170	1.270
Ovenmen, roll-ovenmen, ovenmen's helpers, benchmen .....	1.225	1.310				Depositor operators (female), cake wrapping-machine operators (female) .....	1.140	1.240
Benchmen's helpers, checkers, molders' helpers .....	1.200	1.290				Mixers' helpers, oven feeders and dumpers, stockmen .....	1.230	1.330
Wrapping-machine operators .....	1.155	1.240				Molders' helpers, grease-machine operators, pan washing-machine operators, icing and enrobing-machine operators, blenders, rack washers and greasers, wrappers' helpers .....	1.130	1.230
Packers .....	1.150	1.240				General bakery helpers .....	1.090	1.190
Pan greasers .....	1.105	1.190				Female workers:		
Pie and pastry shops:						Hand icers, make-up panners, doughnut tray packers, cake-slicer operators, depositors' helpers, and doughnut icers .....	1.050	1.150
Cooks .....	1.230	1.330				General bakery helpers .....	1.000	1.100
Dough mixers .....	(3/)	1.330				Crackers and cookies:		
Bakers .....	1.180	1.280				Dough mixers .....	1.205	1.275
Filling mixers, dough breakers, helpers .....	1.130	1.230				Checkers .....	1.180	1.250
Women employees:						Machinemen, enrobers, ovenmen .....	1.155	1.225
Beginners .....	.750	.850				Wrappers and automatic carton formers .....	1.130	1.200
After 3 months .....	.770	.870				Dough rollers .....	1.105	1.175
After 9 months .....	.830	.930				Stockmen .....	1.080	1.150
After 12 months .....	.900	1.000				Finished goods stockmen, icing-machine men and mixers .....	1.055	1.125
After 18 months .....	.950	1.050				Receiving clerks, mixers, and bakers' helpers .....	1.030	1.100
Hebrew baking:								
Working foremen .....	1/1.889	1/1.956						
Second hands .....	1/1.778	1/1.844						
READING, PA.								
Bread and cake-Machine shops:								
Agreement A:								
Mixers .....	1.385	1.460						
Oven feeders - bread, ovenmen - cake and sweet, all-round bakers .....	1.365	1.440						
Dividers, molders, bench hands, batter scalers, oven deliverymen, bread wrapping-machine operators, machinemen, roll-machine operators - bread, reliefmen, depositor operators .....	1.315	1.390						
Ingredient scalers, mixers' helpers, bread checkers .....	1.290	1.380						
Cake checkers, bread rackers, blenders .....	1.215	1.305						

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
RICHMOND, VA. - Continued			ROCHESTER, N. Y. - Continued			ST. LOUIS, MO. - Continued		
Crackers and cookies: - Continued			Crackers and cookies: - Continued			Cake - Machine shops:		
Dough rollers' helpers .....	\$0.980	\$1.045	Agreement B: - Continued			Leadmen .....	\$1.853	\$1.853
Icing helpers, shippers, stockmen's helpers, and packing department helpers .....	.955	1.025	Flour blenders, mixers' helpers, batch scalars, machine operators, feeders, dumpers, pan cleaners, carton packers and helpers .....	\$1.420	\$1.460	Ovenmen, mixers .....	1.743	1.743
Women employees, after 6 months .....	.930	1.000	Wrapping-machine operators	1.370	1.410	Machine hands .....	1.633	1.468
ROCHESTER, N. Y.			Flour handlers .....	1.345	1.385	Cake counters .....	1.468	1.468
Bread and cake - Hand shops:			Pan greasers, bench helpers, pan rackers, checkers and packers .....	1.320	1.360	Helpers .....	1.440	1.440
First hands, working foremen, decorators .....	1.680	1.730	Wrapping and slicing helpers .....	1.295	1.335	Icing mixers, ingredient scalars .....	1.409	1.409
Second hands, ovenmen, mixers, feeders, dumpers .....	1.580	1.630	Cooky dumpers, rack pullers .....	1.270	1.310	Car crews:		
Third hands, fryers, bench hands .....	1.530	1.580	Women employees:			Inexperienced .....	1.260	1.260
Bread and cake - Machine shops:			Flour ladies .....	1.190	1.230	Experienced .....	1.335	1.335
Agreement A:			Wrappers and helpers ...	1.120	1.160	Miscellaneous helpers:		
First hands, working foremen, decorators .....	1.810	1.860	ROCK ISLAND (ILL.) DISTRICT 2/			Inexperienced		
Second hands, mixers, ovenmen, feeders, dumpers .....	1.700	1.750	Bread - Hand shops:			(first 6 months) .....	1.135	1.135
Third hands, moldermen, bench hands .....	1.650	1.700	Foremen .....	2/1.458	2/1.488	Experienced		
Wrappers, machine .....	1.530	1.630	First bakers .....	2/1.354	2/1.384	(after 6 months) .....	1.210	1.210
Women employees:			Second bakers, benchmen ...	2/1.292	2/1.322	Leadladies .....	1.160	1.160
Foreladies, decorators	1.330	1.380	Helpers .....	2/1.021	2/1.051	Women helpers:		
Icers, general helpers	1.130	1.220	Bread and cake - Machine shops:			Inexperienced		
Agreement B:			Working foremen .....	1.620	1.650	(first 6 months) .....	1.035	1.035
Mixers .....	1.570	1.610	Dough mixers, ovenmen .....	1.520	1.550	Experienced		
Dividemen .....	1.520	1.560	Bench or machinemen, wrapping-machine operators .....	1.470	1.500	(after 6 months) .....	1.110	1.110
Ovenmen, oven dumpers and feeders .....	1.520	1.560	Checkers, shipping clerks, pan rackers .....	1.270	1.300	Hebrew - Hand shops:		
Oven leaders and dumpers	1.520	1.560	Flour dumpers, stockmen, packers, wrapping-machine helpers, rackers, open kettle fryers, pan greasers, icing-machine operators, helpers, women cake wrapping-machine operators .....	1.120	1.150	Leadmen, bakers, ovenmen ...	2/1.626	2/1.719
Moldermen, roll-machine operators, benchmen, ingredientmen, machinemen, assemblymen, batchmen .....	1.470	1.510	Women hand wrappers and icers .....	1.020	1.050	Second hands .....	2/1.417	2/1.490
Flour blenders and dumpers, mixers' helpers ...	1.420	1.460	ST. LOUIS, MO.			Miscellaneous helpers .....	2/1.813	2/1.825
Wrapping-machine operators, checkers .....	1.370	1.410	Bread and cake - Hand shops:			Crackers and cookies:		
Pan greasers, bread or pan rackers .....	1.320	1.360	Leadmen or first hands ....	2/1.296	2/1.425	Agreement A:		
Wrapping and slicing helpers .....	1.295	1.335	Second hands, benchmen ....	2/1.193	2/1.312	Leadmen .....	1.575	1.675
Hebrew baking:			Bread and cake -			Oven operators .....	1.575	1.675
Ovenmen, mixers, first cake bakers .....	1/2.078	1/2.160	Semi machine shops:			Cracker-dough mixers, sweet-dough mixers, graham-dough mixers, dough-machine set-up and operators, sponge mixers, enrobing-machine set-up and operators .....	1.550	1.650
Bench hands, second cake bakers .....	1/1.933	1/1.971	Leadmen, mixers, ovenmen ...	1.603	1.603	Marshmallow-machine set-up and operators, icing-machine set-up and operators .....	1.525	1.625
Crackers and cookies:			Bench or machine hands ....	1.492	1.492	Head stock keepers .....	1.400	1.500
Agreement A:			Miscellaneous helpers, men .....	1.070	1.070	Dough-break roll feeders	1.375	1.475
Shop foremen, dough mixers	1.470	1.510	Sunday help and miscellaneous helpers, women .....	1.000	1.000	Wrapping-machine set-up men .....	1.260	1.360
Batch scalars, machine operators, oven feeders, depositor operators ....	1.420	1.460	Bread - Machine shops:			Agreement B:		
Cooky dumpers, pan cleaners, carton packers and helpers .....	1.270	1.310	Leadmen .....	1.853	1.853	Sponge mixing department:		
Women employees:			Oven hands .....	1.743	1.743	Head mixers .....	1.360	1.430
Foreladies .....	1.270	1.310	Assistant spongers .....	1.688	1.688	Sponge and dough mixers	1.250	1.320
Wrappers and packers ...	1.120	1.160	First bench hands, scalars .....	1.660	1.660	Mixers' helpers .....	1.150	1.220
Agreement B:			Bench and machine hands ....	1.633	1.633	Baking department:		
Mixers .....	1.570	1.610	Bread counters .....	1.468	1.468	Machinemen .....	1.350	1.420
Dividemen .....	1.520	1.560	Helpers, pan greasers .....	1.440	1.440	Peelers .....	1.310	1.380
Moldermen, ovenmen, benchmen, feeders, assemblymen, batchmen, dumpers, foremen, dough mixers .....	1.470	1.510	Ingredient scalars .....	1.323	1.323	Ovenmen .....	1.250	1.320
			Wrapping- and slicing-machine operators .....	1.248	1.248	Oven take-out men .....	1.210	1.280
			Beltmen:			Sheeters and laminators, reliefmen (sweet) ....	1.180	1.250
			First 6 months .....	1.173	1.173	Stackers, men .....	1.160	1.230
			Experienced .....	1.248	1.248	Cost and raw material checkers .....	1.150	1.220
						General help, semi skilled .....	1.080	1.150
						Sponge and sweet-packing department:		
						Supplies .....	1.120	1.195
						General help, semi skilled men .....	1.080	1.150
						Working supervisors, women .....	1.005	1.055
						Checkers, women .....	.965	1.015
						General help, semi skilled, women .....	.805	.855

1/ 45-hour workweek.

2/ 48-hour workweek.

2/ Includes Rock Island and Moline, Ill., and Davenport, Iowa.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
ST. LOUIS, MO. - Continued			ST. PAUL, MINN. - Continued			ST. PAUL, MINN. - Continued		
Crackers and cookies: - Continued			Bread and cake - Semimachine shops: - Continued			Crackers and cookies: - Continued		
Agreement B: - Continued			Men helpers:			Women workers:		
Icing department:			First 6 months .....	10/0.970	10/1.055	Floorladies .....	0.950	1.110
Mixers, machinemen .....	1.250	1.320	After 6 months .....	10/1.090	10/1.125	Assistant floorladies ....	.910	1.060
Marshmallow and icing mixers .....	1.220	1.290	Women hand workers:			Cracker packers .....	.930	1.050
General help, semi-skilled, men .....	1.080	1.150	First 6 months .....	10/.920	10/1.008	Wrappers, packers, cracker-machine operators, checkers .....	.910	1.030
Women employees:			After 6 months .....	10/1.040	10/1.125	Helpers:		
Machine operators ....	.990	1.040	Bread - Machine shops:			Start .....	.770	.800
Machine feeders .....	.885	.935	Foremen .....	1.740	1.800	After 3 months .....	.820	.880
General help, semi-skilled women, trolley girls .....	.805	.855	Sponge and dough mixers, ovenmen .....	1.570	1.630	After 6 months .....	.870	.950
Carton and caddy forming and wrapping department:			Bench hands, dividers, molders, bun-machine operators .....	1.460	1.520	After 1 year .....	(3/)	.990
Machinemen (set-up and adjusters) .....	1.280	1.320	Oven feeders and dumpers, slicing- or wrapping-machine operators .....	1.460	1.520	SALT LAKE CITY, UTAH .		
Machine operators, men ..	1.220	1.290	Stockmen .....	1.310	1.370	Bread and cake - Hand shops:		
Receiving department:			Twisters, panners, oven helpers, bench helpers ....	1.250	1.310	Foremen .....	2/1.410	2/1.470
Working supervisors ....	1.230	1.300	Helpers:			Ovenmen, dough mixers ....	2/1.250	2/1.320
Receivers .....	1.150	1.250	First 8 weeks .....	1.100	1.160	Bench hands .....	2/1.230	2/1.300
Receivers' helpers, loaders and unloaders ..	1.100	1.170	After 8 weeks .....	1.250	1.310	Ingredient scalars .....	2/1.230	2/1.280
Shipping department:			Women workers:			Checkers .....	2/1.070	2/1.120
Working supervisors, men .....	1.230	1.300	Foremen .....	1.250	1.310	Women hand icers .....	2/1.040	2/1.090
Checkers, men .....	1.150	1.250	Finishers, packers, wrappers:			Helpers:		
Assemblers and loaders, men .....	1.100	1.170	First 8 weeks .....	.900	.960	First year .....	2/.850	2/.920
Agreement C:			After 8 weeks .....	1.000	1.060	Second year .....	2/.930	2/1.000
Baking and mixing departments:			Pies and doughnuts:			Third year .....	2/1.040	2/1.100
Head mixers .....	1.505	1.655	Doughnut-machine operators .....	1.570	1.630	Bread and cake - Machine shops:		
Bakers .....	1.455	1.600	Fruit and kettle fryers .....	1.460	1.520	Foremen .....	1.660	1.725
Sponge .....	1.405	1.545	Cake - Machine shops:			Dough mixers and ovenmen ...	1.520	1.585
Rollermen .....	1.305	1.435	Foremen .....	1.740	1.800	Ingredient scalars .....	1.450	1.515
Assemblers .....	1.275	1.405	Mixers, ovenmen, doughnut-machine operators .....	1.570	1.630	Machine and benchmen .....	1.400	1.465
Mixers' helpers, stackers, general help ....	1.255	1.380	Depositors, drop-machine operators, fruit cooks ....	1.460	1.520	Head wrappers .....	1.330	1.395
Packing department:			Kettle fryers .....	1.460	1.520	Checkers .....	1.280	1.345
Floormen .....	1.155	1.270	Ingredient scalars .....	1.460	1.520	Bread rackers, pan greasers, women foremen .....	1.170	1.235
Women employees:			Icing-machine operators, wrapping-machine operators, semiautomatic .....	1.250	1.310	Helpers:		
Working supervisors ..	1.155	1.270	Helpers:			First year .....	1.060	1.125
Packers, sponge .....	1.055	1.160	First 8 weeks .....	1.100	1.160	Second year .....	1.170	1.235
Tally clerks .....	1.035	1.140	After 8 weeks .....	1.250	1.310	Women wrapping-machine operators .....	1.040	1.105
Machine operators ....	1.085	1.195	Women workers:			Women wrappers, packers, labelers, sweet-roll panners, and icers .....	.990	1.055
Other helpers .....	1.005	1.105	Foremen .....	1.250	1.310	Crackers and cookies:		
ST. PAUL, MINN.			Finishers, wrappers, packers:			Machine captains .....	1.200	1.250
Bread and cake - Hand shops:			First 8 weeks .....	.900	.960	Ovenmen .....	1.175	1.235
Foremen, supervising 6 or more workers .....	1/1.540	1/1.619	After 8 weeks .....	1.000	1.060	Rollermen, assistant icing foremen .....	1.125	1.175
Foremen, supervising 5 or less workers, first hands ..	1/1.430	1/1.508	Crackers and cookies:			Out-panners .....	1.100	1.150
Ovenmen, mixers .....	1/1.360	1/1.441	Head sweet-dough mixers ....	1.360	1.520	In-panners .....	1.075	1.125
Bench hands .....	1/1.315	1/1.396	Foremen .....	1.330	1.540	Pan cleaners, feeders .....	1.000	1.050
Wrapping-machine operators .....	1/1.166	1/1.196	Head sponge mixers .....	1.280	1.440	Cracker edgers .....	.950	1.000
Helpers:			Rollermen .....	1.260	1.300	Sponge packers .....	.925	.975
First 6 months .....	.916	1/.996	Assistant sweet- and sponge-dough mixers .....	1.240	1.400	Women machine operators ....	.875	.925
After 6 months .....	1/1.037	1/1.107	Machinemen, marshmallow mixers, sweet-ovenmen, oven firemen, drawmen .....	1.200	1.360	Scalars and weighers .....	.860	.910
Bread and cake - Semimachine shops:			Pan greasers, flour dumpers, dough scalars, sweet-oven reliefmen, cracker stackers .....	1.160	1.300	Sweet packers .....	.825	.875
Foremen, supervising 6 or more workers .....	10/1.630	10/1.714	Helpers:			Cellophane-machine operators .....	.800	.850
Foremen, supervising 5 or less workers .....	10/1.510	10/1.596	Start .....	.970	1.000	Filling-machine operators .....	.800	.850
Ovenmen, dough mixers ....	10/1.440	10/1.525	After 3 months .....	1.040	1.100	SAN ANTONIO, TEX.		
Bench hands .....	10/1.390	10/1.478	After 6 months .....	1.110	1.190	Bread - Machine shops:		
Wrapping-machine operators .....	10/1.182	10/1.267	After 1 year .....	(3/)	1.250	Foremen .....	1.400	1.460
						Dough and sponge mixers, ovenmen and shipping clerks .....	1.175	1.235
						Dividers, wrapping-machine operators, receiving clerks and molders .....	1.050	1.110

1/ 45-hour workweek.

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

10/ 42 1/2-hour workweek.



TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
SAN FRANCISCO, CALIF.			SAN FRANCISCO, CALIF.-Continued			SCRANTON, PA. - Continued		
Bread and cake - Hand shops:			Bread and cake - Machine shops: - Continued			Bread and cake Machine shops: - Continued		
Dairy lunches, restaurants, cafeterias:			Wholesale cake: - Continued			Agreement B:		
Foremen, ovenmen .....	\$ 1.857	\$ 1.940	Agreement B:	\$	\$	Bread department:	\$	\$
Bench hands .....	1.732	1.866	Foremen .....	7/2.047	7/2.205	Mixers, scalers, relief-	1.475	1.550
Retail bread and cake:			Mixers, ovenmen .....	7/1.986	7/2.145	men, sponge dough ....		
Bread:			Bench hands, women aux-			Tray-oven feeders and		
Foremen .....	11/2.003	11/2.003	iliary workers .....	7/1.894	7/2.055	dumblers .....	1.425	1.500
Dough mixers, ovenmen ..	11/1.927	11/1.927	Helpers .....	7/1.601	7/1.765	Mixers' assistants ....	1.350	1.425
Benchmen .....	11/1.840	11/1.840	Pan cleaners .....	7/1.419	7/1.585	Bread rackers .....	1.325	1.425
Bench and machine			Packers, wrappers,			Dividers, molder		
helpers .....	11/1.563	11/1.563	cutters (women) .....	12/1.237	12/1.275	operators .....	1.300	1.400
Cake:			Pie and pastry shops:			Wrapping-machine		
Foremen .....	11/2.003	11/2.003	Foremen .....	2.150	2.245	operators .....	1.275	1.375
Mixers, ovenmen .....	11/1.927	11/1.927	Ovenmen, mixers .....	2.080	2.175	Flour blenders .....	1.275	1.350
Bench hands .....	11/1.840	11/1.840	Journeyman pie-makers ..	1.960	2.055	Pan greasers .....	1.150	1.250
Helpers:			Helpers, after first year ..	1.630	1.725	Cake department:		
First year .....	11/1.411	11/1.411	Pan cleaners .....	1.540	1.630	Working foremen .....	1.550	1.625
After first year .....	11/1.563	11/1.563	Wrappers, packers .....	1.470	1.535	Mixers and scalers,		
Pan cleaners .....	11/1.411	11/1.411	French and Italian baking:			icing mixers .....	1.475	1.550
Retail cake only:			Foremen, ovenmen,			Ovenmen .....	1.425	1.500
Foremen .....	1.940	1.940	mixers .....	1.860	2.010	Depositors .....	1.350	1.450
Mixers, ovenmen .....	1.867	1.867	Molders, dividers, bench			Wrapping-machine		
Bench hands .....	1.783	1.783	hands .....	1.740	1.890	operators .....	1.275	1.375
Helpers:			Bench and machine helpers,			Oven helpers .....	1.250	1.350
First year .....	1.420	1.420	after 6 months .....	1.490	1.640	Depositors' helpers,		
Second year .....	1.514	1.514				ingredientmen .....	1.225	1.325
Hand icers, women .....	1.514	1.514				Packers, dumblers, pan		
Packers, wrappers,						greasers .....	1.200	1.300
cutters .....	1.373	1.373				Box sorters .....	1.125	1.225
Pan cleaners .....	1.367	1.367				Women employees:		
Bread and cake - Machine shops:						Wrapping-machine		
Bread department:			Bread and cake - Hand shops:			operators .....	1.000	1.075
Foremen .....	7/2.045	7/2.205	Agreement A:			Wrappers, packers,		
Dough mixers, ovenmen ....	7/1.985	7/2.145	Ovenmen, dough mixers,	4/1.460	4/1.500	box makers, icers and		
Dividers, molders, roll-			second hands .....	4/1.233	4/1.433	general helpers after		
machine operators, ingre-			Bench hands .....	4/ .993	4/1.033	3 months .....	1.000	1.075
redientmen, benchmen, bread			Helpers .....			Icers and general		
rackers, pan greasing			Agreement B:			helpers, first 3		
machine operators, women			Mixers, ovenmen, first	2/1.240	1/1.305	months .....	.950	1.025
bench helpers .....	7/1.895	7/2.055	hands .....	2/1.115	1/1.180	Variety department:		
Flour dumblers .....	7/1.805	7/2.055	Bench hands, oven helpers	2/ .948	1/1.008	Sponge and dough mixers,		
Bench-machine helpers:			Wrappers, utilitymen ....	2/ .750	1/ .810	scalers .....	1.475	1.550
First year .....	7/1.525	7/1.685	Bread and cake - Machine shops:			Traveling-oven feeders		
Second year .....	7/1.605	7/1.765	Agreement A:			and dumblers .....	1.425	1.500
Pan greasers .....	7/1.425	7/1.585	Bread and rolls			Wrapping-machine		
Cake department:			department:			operators .....	1.275	1.375
Foremen .....	7/2.045	7/2.205	Proof-box men .....	1.473	1.548	Bun-machine operators ..	1.200	1.300
Mixers, icing mixers,			Dividers .....	1.463	1.538	Biscuit dough rollers,		
ovenmen .....	7/1.986	7/2.055	Mixers .....	1.403	1.478	assistant bench hands,		
Ingredient scalers,			Molders, third mixers ..	1.403	1.473	machine packers,		
scaling-machine			Molding-machine helpers	1.358	1.428	machine operators ....	1.175	1.275
operators, cake			Pan setters .....	1.343	1.418	Bun packers, variety		
dumblers, bench hands,			Ovenmen .....	1.333	1.408	rackers, pan greasers		
grease-machine			Packers .....	1.295	1.370	and rackers .....	1.125	1.225
operators, women			Flour blenders,			Agreement C:		
auxiliary workers .....	7/1.895	7/2.055	molders' helpers,			Reliefmen .....	1.505	1.630
Helpers:			mixers' helpers .....	1.288	1.358	Doughnut-machine opera-		
First year .....	7/1.525	7/1.685	Hand wrappers .....	1.258	1.333	tors, oven operators,		
Second year .....	7/1.605	7/1.765	Wrappers, pan greasers	1.238	1.308	mixers .....	1.430	1.555
Pan cleaners .....	7/1.425	7/1.585	Bench hands .....	1.225	1.300	Wrapping-machine opera-		
Women workers:			General helpers .....	1.193	1.268	tors, scalers, divider		
Cake wrapping-machine			Cake department:			operators, molder		
operators .....	12/1.175	12/1.275	General utilitymen ....	1.420	1.495	operators .....	1.380	1.505
Wholesale cake:			Flour blenders, molders			Industrial pan washers ..	1.330	1.455
Agreement A:			and helpers .....	1.388	1.388	Tray ovenmen .....	1.330	1.455
Foremen .....	7/2.069	7/2.205	Ovenmen, mixers .....	1.295	1.370	Pan rackers .....	1.305	1.430
Mixers, ovenmen .....	7/1.995	7/2.145	Depositor operators,			Cake depositors .....	1.305	1.430
Bench hands .....	7/1.883	7/2.055	pan greasers .....	1.240	1.315	Flour blenders, doughnut-		
Pan greasers .....	7/1.344	7/1.585	Helpers .....	1.178	1.178	machine helpers .....	1.305	1.430
Packers, wrappers,			Women employees:			Depositor helpers,		
cutters (women) .....	12/1.195	12/1.275	Machine operators ....	1.040	1.315	benchmen .....	1.305	1.430
			Icers .....	.990	.990			
			Other jobs .....	1.000	1.000			

1/ 45-hour workweek.  
 2/ 48-hour workweek.  
 4/ 44-hour workweek.  
 7/ 37 1/2 hour workweek.  
 11/ 38 3/4 hour workweek.  
 12/ 38-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
SCRANTON, PA. - Continued			SEATTLE, WASH. - Continued			SOUTH BEND, IND. - Continued		
Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued		
Agreement C: - Continued			Agreement A: - Continued			Agreement C:		
Mixers' helpers, oven dumpers and feeders, oven break rackers, cake dumpers .....	\$1.280	\$1.405	Second ovenmen .....	\$1.460	\$1.460	Dough mixers, dividers, ovenmen .....	\$1.550	\$1.550
Bread packers, pan greasers .....	1.235	1.360	Rollermen .....	1.430	1.430	Sponge mixers .....	1.450	1.450
General baking helpers ..	1.210	1.335	Scalers, wrappers .....	1.410	1.410	Moldermen .....	1.440	1.440
Women employees:			Pan cleaners, feeders, other helpers:			Wrappers .....	1.370	1.370
Working foremen .....	1.285	1.365	First 30 days .....	1.050	1.050	Oven feeders' helpers ....	1.300	1.400
Depositor helpers, doughnut-machine helpers .....	1.100	1.180	Second 30 days .....	1.150	1.150	Checkers .....	1.220	1.370
Pan greasers .....	1.050	1.130	Thereafter .....	1.280	1.280	Slicers .....	1.150	1.370
Bench helpers .....	1.050	1.130	Women workers:			Wrapping-machine operators	1.150	1.250
Cake cutters, machine wrappers .....	1.100	1.180	Experienced sponge packers .....	1.030	1.030	Molders' helpers, bread panners .....	1.190	1.190
Selectors, floor girls, icers .....	1.050	1.130	Hand bundlers .....	1.030	1.030	Flour dumpers .....	1.150	1.150
Bread only - Machine shops:			Plain sweet packers ....	.980	.980	Bake-shop helpers, loaders	1.100	1.100
Peel-oven men, molders, divider operators mixers ..	1.480	1.560	Agreement B:			Boxers, cartons .....	1.050	1.050
Utilitymen .....	1.470	1.550	Machinemen .....	1.660	1.660	Pie and pastry shops:		
Mixers' helpers .....	1.380	1.430	Mixers .....	1.660	1.660	Ovenmen, loaders, dough mixers, cookers, ingredi-		
Flour blenders .....	1.360	1.430	Peelers .....	1.530	1.530	entmen .....	1.170	1.220
Machine wrappers .....	1.330	1.430	Ovenmen .....	1.510	1.510	Pie table operators .....	1.140	1.190
Molders' helpers, traveling-oven feeders and dumpers ..	1.320	1.430	Rollermen .....	1.430	1.430	Oven helpers .....	1.090	1.140
Pan greasers .....	1.320	1.420	Feeders and other helpers:			Fruit mixers, pie fillers, wrappers .....	1.070	1.120
Bread rackers and pick ups:			First 30 days .....	1.050	1.050	Dough feeders .....	1.020	1.070
First 3 months .....	1.195	1.295	Second 30 days .....	1.150	1.150	Receivers' helpers .....	.960	1.010
After 3 months .....	1.320	1.420	After 60 days .....	1.280	1.280	Women supervisors .....	.930	.980
Pie and pastry shops:			Icers' helpers .....	1.360	1.360	Miscellaneous women workers .....	.890	.940
Fruit cookers .....	1.550	1.625	Women:					
Ovenmen .....	1.287	1.387	Experienced sponge packers .....	1.030	1.030			
Fruit cookers' helpers .....	1.100	1.200	Plain sweet packers ....	.980	.980			
Helpers .....	1.075	1.175	Hand bundlers .....	1.030	1.030			
General helpers .....	.950	1.050	Agreement C:					
SEATTLE, WASH.			Machinemen .....	1.650	1.650	SPOKANE, WASH.		
Bread - Hand and machine shops:			Mixers .....	1.530	1.530	Bread and cake - Hand and machine shops:		
Foremen .....	8/2.106	12/2.195	Ovenmen .....	1.400	1.400	Foremen, mixers, ovenmen, cake ingredient scalers ...	12/1.910	8/2.020
Mixers, ovenmen, machinemen	8/1.981	12/2.070	Mixing helpers .....	1.370	1.370	Machine hands, dividers, molders, machine cake		
Bench hands .....	8/1.904	12/1.995	Scalers and wrappers ....	1.330	1.330	depositors .....	12/1.850	8/1.950
Control-room men .....	8/1.605	12/1.695	Scalers, weighing .....	1.330	1.330	Bench hands, hand cake		
Helpers:			Icing helpers .....	1.300	1.300	depositors .....	12/1.790	8/1.890
1 year's experience .....	8/1.599	12/1.690	Other male helpers:			Flour dumpers, bread rack-		
2 years' experience .....	8/1.721	12/1.810	First month .....	1.130	1.130	ers, machine wrappers, bread and cake packers ....	1.360	12/1.430
Bread and cake - Machine shops:			Second month .....	1.160	1.160	Pan greasers, cleaners and helpers .....	1.220	12/1.290
Men-in-charge of miscellaneous help .....	1.250	1.310	Thereafter .....	1.280	1.280	Bread packers and cutters, cake dumpers and wrappers .....	1.030	12/1.090
Miscellaneous help:						Crackers and cookies:		
1 to 6 months .....	1.050	1.110	SOUTH BEND, IND.			Agreement A:		
7 to 12 months .....	1.100	1.160	Bread and cake - Hand shops:			Machinemen .....	1.430	1.485
After 1 year .....	1.190	1.250	Working foremen .....	5/1.630	5/1.670	Mixers .....	1.400	1.485
Women employees:			First class bench hands .....	5/1.470	5/1.510	Ovenmen .....	1.300	1.485
Floor ladies .....	1.170	1.230	Checkers .....	5/1.230	5/1.270	Other helpers .....	1.150	1.215
Assistant floor ladies ...	1.120	1.180	Bench helpers .....	5/1.000	5/1.040	Miscellaneous workers ...	1.080	1.125
Machine operators, experienced .....	1.110	1.170	Bread and cake - Machine shops:			Women:		
General workers:			Agreement A:			First 30 days .....	.750	.790
1 to 6 months .....	.850	.910	Dividers, benchmen ....	5/1.400	5/1.440	Second 30 days .....	.775	.815
7 to 12 months .....	.900	.960	Ovenmen .....	5/1.300	5/1.340	Third 30 days .....	.800	.840
After 1 year .....	.990	1.050	Wrappers .....	5/1.080	5/1.120	Fourth 30 days .....	.825	.865
Crackers and cookies:			Agreement B:			Fifth 30 days .....	.850	.890
Agreement A:			Mixers, ovenmen .....	1.520	1.560	Thereafter .....	.900	.940
First mixers, machinemen .....	1.660	1.660	Dividers, head benchmen, molder operators, receiving clerks .....	1.470	1.510	Working supervisors ...	1.070	1.110
Second mixers, peelers ...	1.530	1.530	Benchmark .....	1.420	1.460	Asst. supervisors .....	(2/)	1.050
First ovenmen .....	1.510	1.510	Traveling-oven dumpers, stockroom men, mixers' helpers .....	1.370	1.410	Machine operators, wrapping .....	(2/)	1.000
			Checkers .....	1.320	1.360	Agreement B:		
			Bake-shop helpers, conveyormen, packers, machine setters .....	1.300	1.340	Machinemen .....	1.430	1.485
			Slicers, wrappers .....	1.220	1.260	Mixers .....	1.400	1.455
						Peelers .....	1.350	1.405
						Ovenmen .....	1.300	1.355

3/ Information not available for rate and hours on July 1, 1950.  
5/ 42-hour workweek.  
8/ 36-hour workweek.  
12/ 38-hour workweek.  
13/ 35-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
SPOKANE, WASH. - Continued			SYRACUSE, N. Y. - Continued			TOLEDO, OHIO - Continued		
Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement B: - Continued			Agreement A: - Continued			Agreement A: - Continued		
Overmen's helpers .....	\$1.250	\$1.300	Molders .....	\$1.445	\$1.445	Major shops - Bread division: - Continued		
Mixers' helpers .....	1.220	1.270	Wrapping-machine operators .....	1.395	1.395	Mixers' helpers, dividers, molders, wrapping-machine set-up men, bread benchmen ...	\$1.440	\$1.475
Laminator operators .....	1.220	1.270	Ingredientmen .....	1.320	1.320	Flour blenders, ingredientmen .....	1.390	1.425
Rollermen's helpers, dough feeders .....	1.170	1.215	Flour dumpers .....	1.395	1.395	Bake-shop helpers, helpers in packing, wrapping and shipping rooms	1.340	1.375
Stackers .....	1.150	1.195	Oven loaders and dumpers .....	1.370	1.370	Women wrappers and helpers .....	1.140	1.175
Icing helpers .....	1.150	1.195	Bread rackers, packers, general helpers .....	1.320	1.320	Cake division:		
Fan cleaners and feeders .....	1.150	1.195	Agreement B:			Ingredient scalars, dough mixers, icing mixers, overmen .....	1.550	1.550
Miscellaneous workers ....	1.080	1.125	Bread department:			Dumpers, depositors' helpers, checkers .....	1.340	1.340
Women:			Foremen, overmen .....	2/1.555	2/1.655	Stockroom men .....	1.330	1.330
First 30 days .....	.750	.790	Benchmen, head .....	2/1.505	2/1.605	Loaders, miscellaneous helpers .....	1.300	1.300
Second 30 days .....	.775	.815	Flour blenders, wrapping-machine operators .....	2/1.295	2/1.395	Women workers:		
Third 30 days .....	.800	.840	Oven loaders and dumpers .....	2/1.275	2/1.375	Cake wrapping-machine operators, wrappers, packers, helpers, icers (hand) .....	1.140	1.140
Fourth 30 days .....	.825	.865	Pan greasers .....	2/1.220	2/1.320	Agreement B:		
Fifth 30 days .....	.850	.890	General helpers .....	2/1.220	2/1.320	Bread only:		
Thereafter .....	.900	.940	Hand wrappers and other helpers (women) .....	14/1.060	14/1.160	Dough mixers, overmen ..	1.570	1.605
SPRINGFIELD, MASS.			Cake department:			Shipping clerks, receiving clerks .....	1.470	1.505
Bread and cake - Hand shops:			Foremen .....	2/1.555	2/1.655	Wrapping-machine operators, oven loaders and dumpers, dividers, molders, roll-machine operators, bread panners .....	1.440	1.475
Foremen .....	2/1.602	2/1.602	Mixers .....	2/1.470	2/1.570	Pan greasers .....	1.390	1.425
Second hands, dough mixers, bench hands .....	2/1.502	2/1.502	Overmen .....	2/1.495	2/1.595	Flour dumpers .....	1.350	1.385
Bread and cake - Machine shops:			Bench hands .....	2/1.295	2/1.395	Bread rackers, checkers ..	1.320	1.355
Agreement A:			Ingredient scalars, scaling-machine operators .....	2/1.295	2/1.395	Female helpers .....	1.115	1.150
Working foremen, cake ....	1.490	1.570	Decorators (women) .....	14/1.205	14/1.305	Agreement C:		
Dough mixers .....	1.430	1.510	Assistant decorators (women) .....	14/1.170	14/1.270	Smaller shops:		
Overmen, cake .....	1.350	1.430	Wrappers, packers, checkers (women) .....	14/1.060	14/1.160	Foremen .....	1.620	1.645
Shipping-room .....	1.310	1.390	Agreement C:			First mixers, cake mixers, head oven operators .....	1.570	1.595
Oven dumpers, Bench hands .....	1.290	1.370	Foremen .....	1.415	1.482	Cake and reel-oven men, second .....	1.480	1.505
Dividers, molders, reliefmen, oven helpers .....	1.270	1.350	Overmen, mixers .....	1.315	1.382	Roll bench hands, cake benchmen .....	1.460	1.485
Machine wrappers .....	1.180	1.260	Benchmen .....	1.235	1.302	Dividers, molders, mixers' helpers, bread panners, second fill, pullers and shovers, wrapping-machine operators .....	1.420	1.445
Cake icers (women) .....	1.000	1.070	Helpers .....	.945	1.012	Ingredientmen, bench and machine helpers ...	1.370	1.395
Helpers (women) .....	.950	1.020	Helpers (women) .....	.875	.942	Rackers, helpers, wrapping-machine helpers, shipping room helpers .....	1.320	1.345
Agreement B:			Pie and pastry shops:			Agreement D:		
Foremen .....	1.490	1.570	Foremen .....	2/1.372	2/1.372	Smaller shops:		
Dough mixers, overmen (bread) .....	1.430	1.510	Cooks .....	2/1.151	2/1.151	Bread bench foremen ....	1.510	1.545
Cake mixers .....	1.390	1.470	Bakers .....	2/1.213	2/1.213	Shipping and receiving clerks, stock clerks	1.470	1.505
Overmen, cake .....	1.350	1.430	Overmen .....	2/1.188	2/1.188	Yeast raised products frymen, bread bench hands, bread bench foremen .....	1.460	1.495
Bench hands .....	1.290	1.370	Machine men, mixers .....	2/1.165	2/1.165			
Dividers, flour blenders, molders, scalars .....	1.270	1.350	TOLEDO, OHIO					
Dough-room helpers .....	1.250	1.330	Bread and cake - Hand shops:					
Floor ladies (cake) .....	1.110	1.180	Bread:					
Hand cake icers (women) ..	1.000	1.070	Dough mixers .....	1.590	1.615			
Agreement C:			Overmen .....	1.590	1.615			
Foremen .....	1.490	1.570	Bench foremen .....	1.510	1.535			
Dough mixers .....	1.430	1.510	Benchmen .....	1.460	1.485			
Bench hands, ordermen (retail shops), oven dumpers .....	1.290	1.370	Utilitymen .....	1.440	1.445			
Dividers, scalars, flourmen, flour blenders, molders, reliefmen .....	1.270	1.350	Hand wrappers .....	1.190	1.215			
Dough-room helpers .....	1.250	1.330	Cake:					
Packers, slicers, icers, machine wrappers, helpers (men) .....	1.180	1.260	Mixers .....	1.570	1.595			
Helpers (women) .....	.950	1.020	Women bench hands .....	1.420	1.445			
Hebrew - Hand shops:			Women shippers .....	1.300	1.325			
Foremen .....	1.639	1.639	Women hand icers .....	1.240	1.265			
Second hands, dough-mixers ..	1.523	1.523	Women helpers .....	1.150	1.175			
Bench hands .....	1.406	1.406	Cleaners:					
SYRACUSE, N. Y.			First 3 months .....	1.190	1.215			
Bread and cake - Machine shops:			4 to 6 months .....	1.240	1.265			
Agreement A:			After 6 months .....	1.310	1.335			
Overmen .....	1.595	1.595	Bread and cake - Machine shops:					
Dough mixers .....	1.570	1.570	Agreement A:					
Dividers .....	1.470	1.470	Major shops - Bread division:					
			First and second mixers, oven operators, traveling-overmen .....	1.590	1.625			
			Head shipping clerk ....	1.490	1.525			

2/ 48-hour workweek.  
 14/ 46-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
TOLEDO, OHIO - Continued			WORCESTER, MASS. - Continued			WORCESTER, MASS. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Pie and pastry shops: - Continued		
Agreement D: - Continued			Agreement B:			Mixers, dough dividers, ovenmen, head shippers (day) ..	\$1.410	\$1.520
Smaller shops: - Continued			Working foremen .....	\$1.630	\$1.710	Filling cook, reliefmen ....	(3/)	1.520
Wrapping-machine operators .....	\$1.420	\$1.455	Mixers .....	1.470	1.550	Head machine washers, assistant mixers, dough dividers' helpers, machine feeders .....	1.310	1.400
Cake bench helpers .....	1.370	1.405	Bench hands, divider operators, ovenmen, reliefmen, receivers ....	1.360	1.440	Filling-room helpers .....	(3/)	1.400
Automatic machine frymen, cake and doughnut women foremen, hand wrappers .....	1.360	1.395	Mixers' helpers, molder operators, ingredient scalars, oven feeders, dumpers, wrapping-machine operators, checkers .....	1.310	1.390	Checkers and receivers .....	1.270	1.365
Pan greasers, cleaners, women, final decorators	1.240	1.275	Pan greasers, molders' helpers, rackers, bench helpers .....	1.230	1.310	Rimmers .....	(3/)	1.365
Conveyor bread women, women helpers .....	1.150	1.185	Doughnut department: Head machine operators .	1.420	1.500	Mixers' helpers, fillers' helpers, checkers' helpers, apple-machine operators, homogenizers .....	1.210	1.300
Pie and pastry shops:			Mixers, machine operators .....	1.310	1.390	Pie machine and cake: Fillers (women) .....	1.080	1.170
Working foremen, shipping clerks .....	1.430	1.455	Packers, boxers .....	1.100	1.180	Apple-machine helpers, fruit cleaners, pie packers, boxers .....	1.080	1.160
Piemaker ovenmen, class A ..	1.380	1.405	Agreement C:			Apple- and pie-machine operators (women), packers (women) .....	1.030	1.110
Bench hands, fillers, (class B), male helpers after 90 days .....	1.290	1.315	Shift foremen .....	1.630	1.710	Hebrew baking:		
Women helpers, after 90 days .....	1.160	1.185	Shipper foremen .....	(3/)	1.540	Foremen .....	1/1.778	1/1.778
WASHINGTON, D. C.			Mixers .....	1.470	1.550	Second hands .....	1/1.667	1/1.667
Bread - Hand shops:			Dividemen .....	1.360	1.440	First cake baker, mixers ...	1/1.778	1/1.778
Day work:			Moldermen, oven loaders, oven dumpers, mixers' helpers, batchmen, machine wrappers .....	1.310	1.390	Second cake baker, bench hands .....	1/1.667	1/1.667
Journeyman .....	1.750	1.750	Bakery helpers, bread rackers, flour blenders .	1.230	1.310	YORK, PA.		
Helpers .....	1.350	1.350	Women employees:			Pie and pastry shops:		
Miscellaneous workers ....	1.250	1.250	Bench helpers, icing-machine operators .....	1.230	1.310	Head ordermen, cooks, packers, dough mixers, custard mixers, ovenmen .....	1.400	1.450
Bread and cake - Machine shops:			Icers, packers, wrappers, cleaners .....	1.100	1.180	Ingredient scalars, cooks' helpers, washing-machine men, ovenmen's helpers, order packers .....	1.200	1.250
Day work:			Agreement D:			Pie makers, shell makers, toppers and fillers .....	1.100	1.150
Journeyman .....	1.750	1.750	Head benchmen .....	1.540	1.620	Utilitymen and helpers, dishwashers .....	1.020	1.070
Helpers .....	1.350	1.350	Foremen (shipper) .....	(3/)	1.590	Pie wrappers and crown makers, women .....	.900	.950
Miscellaneous workers ....	1.250	1.250	Mixers .....	1.470	1.550	Crackers and cookies:		
Cake wrappers (women) ....	1.150	1.150	Bench hands, dividemen, receivers .....	1.360	1.440	Machine captains .....	1.310	1.440
WICHITA, KANS.			Molders, oven feeders, mixers' helpers, wrapping-machine operators, shipping packers (checkers), ingredient scalars, shippers .....	1.310	1.390	Dough mixers .....	1.235	1.360
Bread and cake - Machine shops:			Bread rackers, pan greasers, general helpers (men), shipping-room helpers, flour handlers .	1.230	1.310	Flour dumpers .....	1.180	1.300
Foremen .....	1.545	1.545	Agreement E:			Cookermen, ovenmen .....	1.170	1.340
Dough mixers, spongers, ovenmen, head pastry men ..	1.405	1.405	Foremen .....	1.750	1.810	Dough brakemen .....	1.210	1.330
Shipping and receiving clerks .....	1.340	1.340	Cake bakers, benchmen ...	1.330	1.390	Machine set-up men .....	1.190	1.310
Dividers, panners, bench hands, machinemen .....	1.290	1.290	Dough mixers .....	1.250	1.310	Kilnmen .....	1.170	1.285
Second pastry men .....	1.250	1.250	Dividemen .....	1.230	1.290	Mixers' helpers .....	1.165	1.280
Bread twisters .....	1.230	1.230	Wrapping-machine operators	1.200	1.260	Dough feeders .....	1.155	1.270
Checkers .....	1.110	1.110	Cake decorators .....	1.150	1.210	Supervisors, women .....	1.080	1.190
Pan greasers, bake-shop helpers, after 90 days ....	1.020	1.020	Packers .....	1.150	1.210	Helpers, women .....	1.000	1.100
Wrapping-machine operators:			Rotary-ovenmen .....	1.150	1.210	YOUNGSTOWN, OHIO		
First 3 months .....	1.040	1.040	Tray-ovenmen .....	1.150	1.210	Bread and cake - Hand shops:		
After 3 months .....	1.290	1.290	Cake depositors .....	1.100	1.160	Bread:		
Wrapping-machine helpers, after 90 days .....	1.020	1.020	Pie girls .....	1.030	1.140	Foremen .....	1.510	1.605
WORCESTER, MASS.			Bench and machine helpers, moldermen .....	1.000	1.110	Dough mixers, ovenmen ...	1.420	1.520
Bread and cake - Machine shops:			Doughnut-machine operators, bread panners ....	1.000	1.060	Bench hands .....	1.360	1.440
Agreement A:			Checkers .....	.990	1.050	Wrapping-machine operators	1.270	1.360
Working foremen .....	1.630	1.710	Hand icers .....	.970	1.050	Benchmen .....	1.150	1.210
Dough mixers .....	1.470	1.550	Pan greasers, bread rackers .....	.950	1.010	Hand wrappers .....	.850	.890
Dividemen, ovenmen, reliefmen .....	1.360	1.440	Pie and pastry shops:			Cake:		
Mixers' helpers, moldermen, oven feeders, ingredient scalars, machine operators (shipping), checkers .....	1.310	1.390	Working foremen .....	1.570	1.695	Working foremen .....	1.510	1.605
General helpers, flour handlers, packers .....	1.230	1.310	Head shippers (night) .....	1.410	1.570	Ovenmen, mixers .....	1.420	1.520
						Bench hands .....	1.360	1.440
						Helpers (oven) .....	1.160	1.230
						Hand icers, women .....	.850	.890

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
YOUNGSTOWN, OHIO - Continued			YOUNGSTOWN, OHIO - Continued			YOUNGSTOWN, OHIO - Continued		
Bread and cake-Machine shops:			Bread and cake-Machine shops: - Continued			Bread and cake-Machine shops: - Continued		
Agreement A:			Agreement B:			Agreement B: - Continued		
Foremen .....	\$1.680	\$1.680	Bread:			Bread: - Continued		
Mixers, ovenmen .....	1.580	1.580	Foremen .....	\$1.680	\$1.680	Bread rackers, wrapping-machine operators <sup>1</sup>		
Oven dumpers and feeders, dividers, twisters, bread panners .....	1.480	1.480	Dough mixers, ovenmen .....	1.580	1.580	helpers .....	\$1.300	\$1.300
Wrapping-machine operators, checkers, shipping and receiving clerks .....	1.380	1.380	Oven loaders and dumpers, dividers, benchmen and machine-men, bread panners .....	1.480	1.480	Hand wrappers .....	1.100	1.100
Pan greasers, flour dumpers .....	1.330	1.330	Shipping and receiving clerks, checkers, wrapping-machine operators .....	1.380	1.380	Cake:		
Bread rackers, wrapping-machine helpers, truck loaders and helpers .....	1.300	1.300	Pan greasers .....	1.330	1.330	Foremen .....	1.680	1.680
Hand wrappers .....	1.100	1.100	Flour dumpers .....	1.320	1.320	Mixers, ovenmen .....	1.580	1.580
						Ingredient scalers, scaling-machine operators, depositor operators .....	1.480	1.480
						Checkers, cake wrapping-machine operators (women) .....	1.380	1.380
						Packers and helpers ....	1.300	1.300
						Hand icers .....	1.100	1.100

